



2023

**Annual Meeting
Report Booklet**

Pacific Northwest Conference
of the United Church of Christ

Churches of Our Conference

Alaska

Anchorage	Fa'avae Fou (New Foundation) Feagaiga Fou (New Testament)	Rev. Edwin Galeai Rev. Niutunu Faiupu
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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	In Transition

Washington

Bainbridge Isl.	Eagle Harbor Congregational	Rev. Dr. Dee Eisenhauer
Bellevue	Eastgate Congregational UCC	Rev. Jillian Hutton
	First Congregational Church	Rev. Lisa Horst Clark
Bellingham	First Congregational Church	Rev. Sharon Benton
		Rev. Davi Weasley
Blaine	United Church of Christ (Cong.)	Rev. Sandy Wisecarver
Carnation	Tolt Congregational UCC	Rev. Stephen Haddan
Chewelah	Chewelah United Church of Christ	In transition
Colfax	Affirmational UCC - Plymouth Cong.	Rev. Michael Birnbaum
Colville	First Congregational Church	In transition
Dayton	First Congregational Church	In transition
Eltopia	Eltopia United Church of Christ	Rev. Esther Sanders
Everett	Everett United Church of Christ	Pastor Jermell Witherspoon
	Everett Marshallese UCC JRD	Rev. Eldon Kahn
Federal Way	Wayside United Church of Christ	Rev. Jennifer Bannerman, Designated
Ferndale	The United Church	Rev. Joel Aosved
Forks	First Congregational Church	Pastor Warren Johnson, Licensed
Fox Island	Fox Island United Church of Christ	In transition
Guemes Island	Guemes Isl. Community Church, UCC	In transition
Kirkland	Kirkland Congregational Church, UCC	Rev. Ryan Lambert
Lummi Island	Lummi Island Congregational	Rev. Jamie Kepros
Malden	Malden Community Congregational	In transition
Mercer Island	Congregational Church on Mercer Island (UCC)	Rev. Jennifer Castle
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
Pullman	Community Congregational UCC	Rev. Gary Jewell, Interim
Renton	United Christian Church	Rev. Cynthia Meyer
Richland	Shalom United Church of Christ	Rev. Stephen Gentle, Interim
		Rev. Stephen Eriksen, Pastor Emeritus
	Central United Protestant Church*	Rev. Kim Fields, Lead Pastor
	Northwest United Protestant Church*	Rev. Miriam Gentle, Pastor
	Westside United Protestant Church*	Dr. Robert Paul, Sr. Pastor
Ritzville	Zion Philadelphia Congregational UCC	Pastor Janel Rieve, Licensed
Sammamish	Spirit of Peace UCC	Rev. Jenn Hagedorn
Seattle	Admiral Congregational Church (UCC)	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 Bethany UCC Broadview Community UCC Columbia Lakewood Community Fauntleroy Church UCC	Rev. Greg Turk Rev. Angela Ying Rev. Gary Southerton Rev. Eddie Gardner Rev. Leah Atkinson Bilinski Rev. Karyn Frazier, Associate Pastor Rev. Topelagi Siva Rev. Tim Johnson Rev. Richard Gamble Pastor Jermell Witherspoon Rev. Marci Scott-Weis Rev. Michael Haven, Traveling Minister of the Arts Rev. Maureen McLain, Adult Education Rev. Carson Hawks, Interfaith Spiritual Director Rev. Amy Hitchens Rev. Kelle Brown, Lead Pastor Rev. Kevin Bechtold, Minister of Children & Families Rev. Donene Blair, Minister of Community Care
	First Samoan Cong. UCC (#1) Japanese Congregational Church Keystone Congregational UCC Liberation UCC Magnolia United Church of Christ	
	Normandy Park Cong. Church Plymouth Church, UCC	Rev. Meighan Pritchard In transition Rev. Kelekolio Koloï Rev. Nofoniga Moi Rev. Jerry Chang Rev. Amy Roon Rev. Steve Jerbi Rev. Jill Bierwirth, Interim Rev. Dan Stern, Spiritual Director Lay Leadership Rev. Robert Feeny Rev. Genavieve Heywood Pastor Amara Oden Rev. Ulisese Sala
	Prospect United Church of Christ (Cong.) St. Paul's United Church of Christ Samoan Cong. Christian Church (#2) Samoan United Church of Christ (#4) Taiwanese Christian Church (UCC) University Congregational UCC	
Shoreline	Richmond Beach Congregational UCC	
Spokane	Shalom United Church of Christ Westminster Congregational UCC	
Spokane Valley	Veradale United Church of Christ (Cong.)	
Suquamish	Suquamish United Church of Christ	
Tacoma	First Samoan Congregational Christian Church of Tacoma	
Tonasket	Tonasket Community Church, UCC	In Transition
University Place	United Church in University Place	Rev. Cathlynn Law
Walla Walla	First Congregational Church	Rev. Ann-Marie Illsley
Wenatchee	Sunnyslope Church	Rev. Dane Breslin
Woodinville	Northshore United Church of Christ	Rev. David Schlicher Rev. Paul Forman, Pastor Emeritus Rev. Stephen Best
Yakima	United Christian Church	

* Indicates an affiliated church.

Conference Transitions

Memorials

Patricia Joan Eisenhauer October 1, 1930 – February 21, 2023



Patricia Joan (Patterson) was born on October 1, 1930 in Nebraska City, Nebraska to Luther and Faye Patterson. She attended Sunday School, Girl Scout Camp, and church camps. In high school, she participated in school plays, band (French Horn) and choir. She met Phil, her husband of 72 years in the Junior College choir in Fairbury NE. She got a teaching certificate and they came to Bellevue in 1956 and their four children were born: Lynn '56, John '59, Kay '61 and Jane '64. They moved to Cheney where Pat completed her baccalaureate. Then they moved to Montana, where she began teaching home-bound students. They moved to Seattle and Pat was hired to supervise the “gifted” classrooms. In retirement, they moved to Gig Harbor and then, Bainbridge Island, where Pat was cared for at Madrona House and Phil moved to a cottage on John and Dee’s property. Pat eased from this life in pain-free dignity on February 21, 2023. Her smile and compassion and love of children and teaching and travel and singing will be remembered.

Bobbi Virta May 22, 1958 – February 12, 2023



The Rev. Bobbi Virta was born May 22, 1958. She graduated from Enumclaw High School, then Western Washington University with a BA in Speech Pathology/Audiology. In 2003 she was awarded her M.Div. from Seattle University. The following year she got a post-master’s certificate in Transforming Spirituality/Spiritual Direction. She was ordained in 2004 at the First Congregational UCC in Bellingham when she received a call to pastor the Custer United Methodist Church. She also served at the United Church of Ferndale. She had been serving as a specialized minister in our conference.

She is survived by her husband, Pasi, and their three children, Melissa (and Sam: Benjamin and Henry), Mikael (and Michelle: Anders) and Markus (and Emily) and the extended family.

Ashley Watson November 28, 1938 – January 13, 2023



Ashley Watson was born on November 28, 1938 in Cheyenne, Wyoming to Abbie and Darrell Watson, Sr. Ashley graduated from Marysville High school in 1957. He met Carolyn Joy Bond and they married on September 22, 1961. He served in the US Army, returned home to Everett and graduated with a teaching degree in 1964 from Western Washington State College. He had a lifelong love of teaching, eventually serving in Washington State schools for a total of 50 years as a teacher, superintendent, coach of various sports, and again as a teacher. He was a licensed minister at Chewelah UCC from 2010 to 2020.

Ashley was preceded in death by his wife of 61 years, Carolyn, his parents, his sister, Lola, son-in-law John Burks, Jr. and three grandchildren. He is survived by his daughters, Theresa, Dianna, Nancy, and Catherine, their spouses; 12 grandchildren; 16 great-grandchildren; and three great-great-grandchildren.

New Church in Our Conference

Meet the

Everett Marshallese United Church of Christ JRD (Jarín Rarik Dron)

Background of Relationship Building with the Pacific Northwest Conference

In the fall of 2021, the Church Development Committee reached out to the Everett Marshallese Church which had contacted the conference office to inquire about affiliating with the PNC and UCC. The Everett Marshallese Congregation is a member of Marshallese United Church of Christ JRD also known as the [United Church of Christ -Congregational in the Marshall Islands \(UCC-CMI\)](#) . It is part of the overseas ministries of the Marshallese UCC JRD and seeking dual-affiliation. Courtney Stange-Tregear and David Schoen met Pastor Eldon Kahn, Thomas Juan Lokot and Mios Maddison of the Everett Marshallese congregation at a gathering of the Marshallese overseas ministries congregations here in Seattle in April 2022. We agreed to a process of meeting with the church as laid out in the Church Affiliation/Adoption Process template of the PNC CDC and COM. The process is divided into three stages: *Exploring Covenant*, *Developing Covenant*, *Celebrating Covenant*. We agreed that the discussion with the Everett Marshallese, which was the first UCC JRD Marshallese congregation in the northern Seattle area, would serve as a prototype for receiving future Marshallese congregations in our Conference.

On Sunday, June 12, 2022 members of the CDC, COM and PNC BOD worshipped and met with the Marshallese Congregation at the Everett Best Western Hotel. The gathering was an uplifting experience of welcome and great interest by the congregation in knowing more about becoming UCC and affiliating with our conference. The Marshallese congregation had met in the past in the Everett UCC building but outgrew the worship space and as well as space for programs during the week. Everett UCC has agreed to be a sponsor church partnering with the CDC in the relationship building with the Everett Marshallese congregation.

In the process of relationship building toward affiliation with our conference, there have been several meetings with leaders and pastor of the Everett Marshallese Church in conversation with the Everett UCC, and Church Development Committee (CDC) to discuss a mutual covenant. Our conversation uplifted the elements of Covenant/*Bujen Jemjera* and then discussed the qualities we would include in a mutual statement between the congregation and our conference. We discussed each other's histories, organizations and beliefs as well as expectations of what becoming part of the conference would mean. A Covenant/*Bujen Jemjera* document was developed for sharing with the congregation and conference.

The congregation has 300+ participants, with weekly Sunday worship, youth group, women's group, Christian Endeavor ministry, and Christian Education Classes on Sundays as well as a weekly Bible study and worship. It is currently worshipping and meeting at the Central Lutheran Church in Everett.

The Everett Marshallese congregation is looking forward to becoming part of the UCC and participating in the conference including camp programs for children and youth. The congregation wants to connect with other UCC congregations, grow in internet technology, and Christian Education resources in English for their children. The congregation hopes to start investing with the Cornerstone Fund to start a building fund for the purchase and/or construction of a church facility.

Everett Marshallese Congregation Information

- Of the participants in the congregation
 - 60 - 70 are children and youth
 - 100+ are committed members
 - 100 are family and community friends attending worship and other gatherings
- Congregation members come from the [Marshall Islands](#) and speak Marshallese
- Worship is in Marshallese
- Christian Education for children is in English

- Everett Marshallese is about 10 years old
- The Rev. Eldon Kahn is the first and current pastor

Marshallese Populations and Congregations in USA

- There are 29 Marshallese UCC JRD congregations in the USA
- There are Marshallese UCC JRD congregations that are members of our UCC Conferences of Hawaii, California, Oklahoma, Arkansas, and Arizona
- There are Marshallese UCC JRD churches in Seattle, Auburn, Mt. Vernon, Tacoma, and Spokane (2). Several have expressed interest in becoming part of the PNC UCC.
- An estimate in 2018 put the number of Marshallese in the USA at approximately 30,000. The United States has the highest concentration of Marshallese people outside the Marshall Islands. Most of the Marshallese population live in Hawaii and Arkansas, with significant populations in Washington, California, Oklahoma and Oregon.

For more information see these websites and articles

[Marshall Islands](#)

[United Church of Christ – Congregational in the Marshall Islands](#)

[Marshallese Americans](#)

[Marshallese people represent 1% of Spokane County’s population..](#)

[Marshallese Making New Life in Spokane](#)

[Auburn’s Marshallese community to be highlighted by Burke Museum](#)

[They came here after the U.S. irradiated their islands. Now they face an uncertain future](#)

[Healing and Solidarity with Marshallese Community](#)

Clergy New to Our Conference

Rev. Matt Emery transferred into our conference. He serves at the Cloverdale United Church in Surrey, BC, Canada and his local church membership is at First Congregational Church in Bellevue.

Rev. Bob Feeney was called to be the pastor at Westminster UCC in Spokane.

Stevi Hamill, a member of Fautleroy UCC, was ordained on August 28, 2022. Her call was to Seattle University's Campus Ministry as Campus Minister for Retreats.

Rev. Carson Hawks, has a primary focus on Spiritual Growth and Healing, in covenant with Magnolia UCC.

Jillian Hutton was ordained in the Northern California Nevada Conference and is serving at Eastgate Congregational UCC.

Elyse Jauregui was ordained on November 13, 2022. She has been called as a hospice chaplain with Envision Hospice of Washington. She is a member of Eagle Harbor Congregational Church,

Amy Johnson is a member of Wayside UCC and is the Coordinator for Our Whole Lives. She was ordained on August 13, 2022.

Lorraine Leist was approved for a transfer of standing from the Rocky Mountain Conference and currently works as a chaplain.

Maureen McLain, a member of Magnolia UCC, was ordained on June 26, 2022. She has a primary focus on adult spiritual and faith formation, in covenant with Magnolia UCC.

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

Terry Rice, a member of First Congregational Church in Walla Walla, is a health care chaplain. He was ordained on March 17, 2023. His M.Div. is from Andrews University Theological Seminary.

David Weddington transferred from the New Hampshire Conference.

Jermell Witherspoon, Granted Privilege of Call in June 2022 and Called to Everett UCC and Liberation UCC.
Tara Young-Brown is a member of Community of Interfaith Celebration in Olympia and a chaplain with Envision Hospice of Washington. She was ordained January 21st.

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.

Gregg Brekke is the Executive Director of the Associated Church Press in Bellingham, and a member of First Congregational Church in Bellingham.

Jennifer Butner is a member at University Congregational UCC.

Kevin Carr is a specialized minister serving Evergreen Health Care.

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

Bonnie Dalious, Providence Alaska Medical Center

Candace Frawley is serving as a chaplain for PeaceHealth in Bellingham, in covenant with the United Church of Ferndale.

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

Elizabeth Gordon is a Clinical Spiritual Care Provider with University of Washington Medical Center. She is a member of Plymouth Congregational Church of Seattle.

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.

Amy Johnson is the Minister for Sexuality Education and Justice, at the national setting of Justice and Witness Ministries.

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

Amanda Kersey is a Health Services Manager at the Department of Corrections. She is a member of The United Churches of Olympia.

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.

Lorraine Leist is a Palliative Care Chaplain with Swedish Medical Group. Her local church is Normandy Park UCC.

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

Maureen McLain is a member of Magnolia UCC in Seattle. She is as a covenanted minister with a primary focus on adult spiritual and faith formation

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.

Sam Rennebohn is a member of Prospect Congregational UCC and his ministry is serving as faculty of Swedish Family Medicine Residency.

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, Acting Conference Minister for the conference, is a member at St. Paul's UCC in Seattle.

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

Tara Young-Brown is a member of Community for Interfaith Celebration in Olympia. She was ordained on January 21, 2023 as a chaplain.

Licensed/Lay Ministers

Warren Johnson is serving at First Congregational Church in Forks.

Janel Rieve is serving at Zion-Philadelphia UCC in Ritzvill

Members In Discernment

Micah Buff is a member of the United Churches of Olympia.

Rachel Haxtema is a member of University Congregational UCC in Seattle.

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 and has been approved for ordination pending a call.

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

Reports from the Conference Staff

Courtney Stange-Tregear, Acting Conference Minister

“Above all, love each other deeply... Offer hospitality to one another without grumbling. Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace.”

What does it mean to love deeply? I am reminded of the advice to pastors that our sermons are meant to comfort the afflicted and afflict the comfortable. Is that what is meant by deep love? I recall the quote which was at the heart of the formation of the UCC, “in essentials unity, in non-essentials liberty, and in all things charity” Is this what is meant by offering hospitality without grumbling? What about using our gifts to serve others, is that the same as speaking truth to power and telling the truth in love? How do we serve and lead, faithfully, boldly, humbly, while remembering that we are the stewards and not the creators of grace? These are some of the thoughts that cross my mind as I reflect on the past year of ministry in light of this Annual Meeting theme.

This has been a very full year for the Pacific Northwest Conference. As a covenantal, regional setting of the United Church of Christ, we the Pacific Northwest Conference, are made up of over 70 congregations, two outdoor ministry sites, an affiliated retirement community, and more than 100 active clergy. The UCC is known as a denomination of firsts, organized with a congregational polity, and formed in a spirit of unity and ecumenism.

Throughout tremendous challenges and transitions, we have been reminded that above all, we are called to love each other deeply. Across the conference we have wrestled with what that looks like, and how to do it well. We continue to pursue our priorities of deepening relationship and becoming a more-antiracist conference, while also increasing communication and transparency.

After nearly 15 years of service, Rev. Mike Denton resigned as Conference Minister on June 22, 2022. In his letter to the Conference he shared his deep love for the PNC and how his discernment was taken seriously and considered for over two years. Along with the departure of our long serving Conference minister came the loss of pastoral relationship, institutional memory, community and ecumenical connections. We know that with deep love comes deep grief, and various stages and manifestations of grief were experienced across the conference.

On September 6, I returned from sabbatical and on September 12, 2022. I began as the new Conference Minister, serving in an acting capacity while the Board of Directors continued to discern future staffing of the Conference Minister role. In the seven months since then, there have continued to be significant challenges, blessings and transitions in our conference and in the wider Church.

Noteworthy events and trends in the wider Church:

- After a year-long search, the United Church of Christ Board’s Search Committee for General Minister and President has made a historic choice. The committee recommends and the United Church of Christ Board affirms the Rev. Dr. Karen Georgia Thompson as nominee for General Minister and President. If elected at General Synod, she will be the first woman, and the first woman of African descent, to lead the denomination.
- On September 23, 2022 the UCC Historical Council voted to recognize a “fifth stream” — the Afro-Christian tradition — as separate from and equal to the four streams typically taught as the historic denominations which came together in the formation of the United Church of Christ in 1957.
- The United Church of Christ Council of Conference Ministers is now more diverse than ever before with 50% women and 20% those who identify as African American or Hispanic.

In the Pacific Northwest Conference, we continue to prioritize deepening relationships and becoming a more anti-racist conference. Additionally, I have worked to increase communication and transparency. Some of the ways we have furthered these priorities have been:

Increased visibility of leaders through a series of “Meet our Board” and “Meet our Staff” profiles shared on the PNC Google Group and on social media.

Revised and publicized our process for bringing resolutions to Conference Annual Meetings to increase transparency and participation of all our members.

A new congregation joined the Pacific Northwest Conference - Everett Marshallese United Church of Christ JRD - and we are eager to celebrate their presence at our Annual Meeting.

The Pacific Northwest Conference joined with the Montana Northern-Wyoming and Central Pacific Conferences in a cohort-based program called Reckoning with Racism which seeks to understand and meaningfully respond to local and regional realities of racism.

So far, we have distributed \$61,118 of the \$109,000 in the Anti-Racism Fund, contributed from the 2021-23 operating budgets and through donations from individuals and congregations in the Conference. This work has been led by Dawn Koloï and Indigo Brown, members of the Board of Directors. It has been deliberate and intentional, acknowledging that urgency doesn't create more impact. An important guiding principle for this process has been to center the experience and knowledge of those most impacted by racism. The PNC Board is in covenant with a working group, placing complete trust in our Black, Brown, Asian, Latine, and Indigenous clergy to identify ways that the Anti-Racism Fund can make a difference in our Conference. This is an antiracist giving strategy, a step towards reparations, and a covenantal promise that honors the wisdom of these leaders. With prayerful consideration, the group has prioritized direct action and maximum impact: funding professional development opportunities, workshops, meetings, conferences, and scholarship to camps for Black, Brown, Asian, Latine, and Indigenous adults and children in our Conference community.

The Church Development Committee launched a new grant program, Anti-Racism and Community Engagement Grants (ARCE), while also bringing attention to and celebrating the impacts of the \$300,000 in Solidarity Fund Grants distributed in 2021 and 2022. (See the Church Development Committee report for more information.)

In addition to Rev. Mike Denton's departure, Managing Director Wade Zick also moved on from our Conference. This meant that the conference was nearly 40% understaffed for most of the past year. Even so, we sent cards of appreciation to all authorized clergy across the Conference, launched a new Seattle area clergy meetup, and introduced new systems for managing search and call including recruiting clergy who are not currently in the PNC. We also began tracking our involvement with individual churches and can report that we provided intentional support to more than 40% percent of PNC churches.

After significant transition, our outdoor ministry sites, N-Sid-Sen and Pilgrim Firs, have been blessed to welcome two new managing directors: Mark Boyd and Rev. Dr. Pam Peterson. (See the N-Sid-Sen report and Search Committee report for more information.)

As Conference Minister I continue to serve in wider church roles, particularly on the Antoinette Brown Leadership team and selection committee, as well as the Cornerstone Fund Board of Directors, while also now joining the Council of Conference Ministers. I have the usual duties of Conference Minister as well as continuing to manage much of the Church Vitality portfolio of work. I supervise and support Conference staff and serve the Conference Board of Directors. I manage the Search and Call process and support our conference committees and their important ministry. I visit local churches, preach as invited, support local churches in transition, conflict, and visioning processes. I am in my fourth year

of having weekly open office hours and give out my personal cell phone number so that I can be as available as possible to anyone and everyone in the Pacific Northwest Conference.

This is just some of the story of Conference ministry. The full reality is that Conference Ministry, like most ministry is complex and varied, it is public and it is private, it is challenging and rewarding, and above all it is the work of many. Many who give of their time, talent, and treasure; many who share their wisdom, support, and calling with us all. What I have shared here are some significant moments, movements, and highlights of the past year, the summary, not the full story.

The Pacific Northwest Conference is blessed by the love of Christ which holds and carries and calls us to be Stewards of God's grace here and everywhere.

Mark Boyd, Managing Director Pilgrim Firs Camp and Conference Center



Transition must have been the theme for our camps in this last year. Pilgrim Firs staff is made up of returning folks and others who only began last year. I think it important to recognize those folks as they worked very hard to assure our guests had a place to call home for a bit during some very trying times. They are:

Zac Norenberg Assistant Director
Michael Staser Facilities Manager
Ashley Harrington Lead Food Service Manager
Andrea Stucks Hospitality Lead
Shane March Hospitality Lead
Ayla Badertscher Hospitality Lead

Not only did we see transitions happening with our staff, we also saw it amongst our groups as they continued the climb out of Covid. We saw some groups opt to hold off another year and new groups come to camp.

The following groups joined us for the 1st time:

Taiwanese UCC Church

First Congregational Church of Bellevue Choir retreat

Fox Island UCC Visit

Sufi Meditation Group

Eastside Leadership Retreat

Lady Choice Group

South Kitsap Chamber of Commerce

Kitsap County Pride Picnic in the Pride Garden

Our Partner groups came back as well:

Warrior Pathh

Puget Sound Guitar Workshop

Northwest Stone Sculptors Association

All groups came with a deep desire to be in community at Pilgrim Firs. And they left fulfilled, transition.

In addition to new and returning groups we also cut the ribbon on our new Pride Garden. With a generous gift of \$50k from long time Pilgrim Firs alumni we were able to establish a Pride Garden celebrating the work done here and throughout the community for the LGBTQIA folk. In addition to providing ongoing funds for the garden the monies are also used to support LGBTQIA groups, particularly young adults.

The garden is maintained and supported by many folks from our churches, guest groups, partner groups and local master gardeners. And they left fulfilled, transition.

With any camp we have some maintenance projects happening all the time. This year we

Deep cleaned and painted some of the cabins.

Upgraded the Basketball court. Thank you, youth alumni.

Added stone stairs and a stone sculpture to the field. Thank you, Stone Sculptures.

Conducted a full site septic inspection.

Deep cleaned Madsen Lodge

Deep cleaned Huckleberry Lodge



Where do you see yourself in this Transition?

Leah Bilinski, Search Team Chair N-Sid-Sen Camp and Conference Center

The N-Sid-Sen Search Committee was formed at the end of September 2022 and held their first meeting in short order, October 3. Serving on the Committee were Rev. Leah Atkinson Bilinski, Rev. Alice Ling, Eric Johnson and Kaila Russell, who joined the team a few weeks later after another initial person appointed had to step back. Rev. Dr. Courtney Stange-Tregear, our Acting Conference Minister, convened the team and worked with us toward this Conference staff hire. Her quick and efficient work to pull this effort together after just beginning as our Acting Conference Minister (and juggling many immediate needs) should be noted.

Initially, for the first three weeks, our team engaged an aggressive search for a short-term, Acting Managing Director – someone who could quickly step in and serve for a limited time while we engaged a search for another candidate to follow them. As we were facing the imminent departure of Mark Boyd from N-Sid-Sen, our highest priority was to get someone on-site who was capable of stewarding this resource and asset of the Conference. Connections were made with individuals both inside and outside our Conference, the Outdoor Ministries Association of the United Church of Christ and many present and retired camp directors across the country, among others.

There's a beautiful thing that happens when any of us simply talk to others who share in our concerns and passion for ministry: connections are made, insights and ideas shared, prayers lifted and offers of help made. Our team took notes on all of this, always ending conversation with those to whom we talked asking if they had recommendations for anyone else to whom we should be talking. Usually, they did, for which we were very thankful.

After a few weeks, lots of valuable feedback, and engagement with a candidate for the Acting role that did not work out, Courtney led us in reassessing our direction, and we began searching for a Designated Managing Director who could serve us for a longer period of time.

The shift in our search was, we felt, needed, as we knew it would open up a pool of candidates much wider than those available and willing to engage a shorter-term Acting role. I should also note that this shift was made possible, in part, by offers of help from many with whom we had talked.

Switching tracks of focus, our team worked with the Conference Board in November to give shape to the position while simultaneously working with Mark Boyd and many volunteers to create a system and schedule for volunteer coverage of N-Sid-Sen after Mark's transition to Pilgrim Firs. I'd like to express both my admiration and thanksgiving for all of these volunteers who stepped forward to help with on-site coverage at N-Sid-Sen: Shirley Asmussen, Karen Nooney, Jane Baker, Brian Wallace, Ben Crosby and Alice Ling, Kaila and Mark Russell, Dana Sprenkle, Tom Williams, Mark Kreilkamp and Janet Malley. Volunteer coverage was followed by service by Bill Bourdon, Outdoor Ministries Association board member and former Managing Director of Blowing Rock Conference Center in North Carolina, who was graciously willing to come and provide consistent leadership and coverage for us for a month and a half. Now that he has returned to his home in New Mexico, Rev. Ben Crosby and Rev. Alice Ling, faithful conference members who live just up the road, are carrying us across the finish line of this interim period of coverage so that the ministerial work of N-Sid-Sen could continue. All of those who stepped forward to help in the past few months allowed our Search team the space to engage a formal, nationwide search for our next Managing Director.

Our search brought us many great candidates with much shared joy for the work of outdoor ministries and the ways in which our camps do and can serve as a resource of support to our churches and the wider community. It was joyous to hear the passion many share for these missional outposts in our midst and the immersion opportunities in sacred space that our camps make possible.

The N-Sid-Sen Search Committee was overjoyed when our search culminated in the Rev. Dr. Pam Peterson's acceptance to serve as our next N-Sid-Sen Designated Managing Director. We believe that

Pam's experience in the United Church of Christ, camp management experience, love for outdoor ministries and many unique gifts and skills will serve us well. At the time of writing this report, we joyously await her start date of April 1 and are so very glad for the opportunity you will have to meet and welcome her at Conference Annual Gathering.

The Search Committee thanks you for this opportunity to serve in our Pacific Northwest Conference of UCC Churches, and we look forward to seeing what blessings come into fruition as we nurture our shared community and faith on the path ahead. As we do, we pray you'll encourage those in your churches to utilize the rich resources we have in our camps by going to summer camp, engaging retreats and/or reaching out to Pam or Mark for ideas on how else our camps can serve to bolster the good work of ministry your churches are doing and seek to do. May we continue to discover the rich array of opportunities made possible to us by these sacred spaces we together steward.

With thanksgiving,
Rev. Leah Atkinson Bilinski
N-Sid-Sen Search Committee

From the Board of Directors

Moderator's Report

Tara Leininger

I am a creature of organization and order. I serve on several Boards, non-profit, political, and spiritual; and in each case, I strive for both effective and efficient work within these entities. In some cases, I have little input. In one, I hold both great and little power.

As the Moderator of the PNC, I was barely elected. The failure of AM22 to complete its last two tasks (passing a budget and electing the slate) has meant that we've spent the past year in quarterly renewals of the previous budget, with necessary adjustments sent by the Stewardship Committee and approved by the Board of Directors. Those on the nomination slate were approved by the Board under the guidance of the bylaws. None of this was planned, and to be honest, it has not been without stress.

Probably the worst of it for me was the uncertainty of what I should be doing as moderator... believe it or not, the bylaws are not very descriptive of what to do in any given situation. I've relied on the wisdom of past-moderator Hillary de la Cruz and vice-moderator Indigo Brown, among others, to try and figure out how to keep our fragile ship together.

What made it so difficult was that 2022 has been a year with huge transitions and upheavals, which overlapping have caused more stress and uncertainty. In many ways, it has been a "no good, very bad" year.

But it wasn't... change is the inevitable, and change has happened. Maybe not smoothly, maybe not effectively, but change occurred and we are wiser and stronger for it.

The Board of Directors may have felt a bit tossed and uncertain, but it is made of individuals with a common vision for the life of the PNC. I cannot praise the Board members enough for holding tight, even in the stormiest of events, to their faith and their courage and their wisdom.

The Rev. Dr. Courtney Stange-Tregear has been our Acting Conference Minister - but there is no "acting" involved. She has shown us, time and again, what it means to be a conference minister; her abilities, her knowledge, and her sense of self have held this conference together during the most difficult of times. With the work of all the PNC staff, we are still standing.

But the question remains, standing for what? I'm not sure if I've been the moderator I wanted to be - but then again, I did not envision what this year would entail. We were coming out of the pandemic, and I saw the next two years as a transitional time in the work of anti-racism and the PNC bylaws and structure being reorganized for the future. All I think I have accomplished this past year is to do something/anything to keep us from floating adrift and apart.

I am looking forward to 2023-2024, preparing the groundwork for the work I know needs to be done for the conference and for all its churches and people; a firm path in our anti-racism work, and the restructuring of the PNC to meet both a shrinking volunteer/work force and budget. We've great assets in the PNC: our two beautiful camps, now with their new directors, our congregations with their own challenges and changes, and those of us who step up to serve on the Board or on committees (time, talent, and patience...). We've a decision to make as to the role of the conference minister and who will fill that role - something that will take a little more time than we would like, but this is an important decision and we cannot do it lightly.

Was it rough sailing this past year? Yes. Are we on the other side of it? Almost. Is God with us in all that we do? When we ask for God's presence. Is Jesus still our teacher and our guide? Yes! Will we still be together in the future? Unknown. But I do know that as we gather at AM23 in Bellingham, we will do

so as the children of God, united in covenant, and with Christ as our light, everything and anything is possible.

Anti-Racism Fund

Indigo Brown, Vice Moderator

In 2020, the Pacific Northwest Conference Board of Directors adopted anti-racism as a Conference priority. The Board 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. At our 2021 Annual Meeting the Board proposed and the Conference affirmed a 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."

Along with amending the Constitution at the 2021 Annual Meeting, delegates demanded that the Conference support this priority with meaningful funding, backing up the board vote with actions as well as intentions. The 2021-2022 budget included \$52,000 that was set aside in an Anti-Racism Fund. Through short-term board-approved continuing budgets in 2022 for Fiscal Year 2022-2023, an additional \$52,000 was allocated to the Anti-Racism Fund. For both the Fiscal Year 2021-2022 and 2022-2023 budgets, the Anti-Racism Fund was included in the Conference Operating Budget, and funded by allocating Conference funds as well as through donations from individuals and congregations in the Conference.

Black, Brown, Asian, Latine, and Indigenous Clergy Working Group

In fall of 2021, the PNC Board convened a working group to be in conversation with Black, Brown, Asian, Latine, and Indigenous clergy in our Conference to determine how the Anti-Racism Fund would be spent and how to spend it in an anti-racist way. This group is convened by Board members Dawn Koloï and Vice Moderator Indigo Brown.

What have the funds invested in?

So far \$61,118 of the \$109,085 in the Anti-Racism Fund has been distributed. This work has been deliberate and intentional, acknowledging that urgency doesn't create more impact. An important guiding principle for this process has been to center the experience and knowledge of those most impacted by racism. The PNC Board is in covenant with this working group, placing complete trust in our Black, Brown, Asian, Latine, and Indigenous clergy to identify ways that the Anti-Racism Fund can make a difference in our Conference. This is an anti-racist giving strategy, a step towards reparations, and a covenantal promise that honors the wisdom of these leaders.

With prayerful consideration, the group has prioritized direct action and maximum impact: funding professional development opportunities, workshops, meetings, conferences, personal assistance, and scholarship to camps for Black, Brown, Asian, Latine, and Indigenous adults and children in our Conference community.

Next steps:

As we move forward through 2023, we are further defining what the Anti-Racism Fund is and working to create a process through which people can apply. This will include criteria, limits (time, amount, and frequency) and a transparent review process for this fund. Also, recruiting and defining a self-governing body of Black, Brown, Asian, Latine, and Indigenous Clergy and lay people. For this fund to function in the way that it was imagined as a tool of liberation in a mostly dominant culture conference, there needs to be an awareness that all requests are not appropriate simply because they involve Black, Brown, Asian, Latine, and Indigenous people. There will be an internal discernment process to determine appropriateness of requests.

Treasurer's Report

Diana Kelsey Kutas

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

We have continued our financial support to the work of anti-racism and Stewardship has been working on ways to raise awareness and support for this work.

Following are the financial highlights of this past Fiscal Year 2022 ending May 31, 2022.

- Conference Ministries Fiscal Year 2022 ended with a deficit of (\$84,102) versus a budgeted deficit of (\$98,537).

Gratefully, this was due to higher than budgeted OCWM receipts of \$424,741, versus the budgeted receipts of \$418,013. Conference expenses of \$579,750 were lower than budgeted expenses of \$583,945.

- PPP Loan Forgiveness in the amount of \$143,697 was allocated to Conference Ministries, \$63,398 to Pilgrim Firs, and \$34,147 to N-Sid-Sen. Conference Ministries transferred the \$143,697 to the Pentecost Fund to save for future years.
- A \$60,463 Employee Retention Credit (ERC) was received in May reflecting the final government assistance due to the pandemic and allocated to Conference Ministries, Pilgrim Firs, and N-Sid-Sen.
- Pilgrim Firs ended Fiscal Year 2022 with a shortfall of (\$192,226) versus the budgeted shortfall of (\$63,394) due to expenses exceeding budget by 74,861. N-Sid-Sen ended the year with a deficit of (\$98,110) versus the budgeted deficit of (\$12,074).
- Across all conference ministries the year ended with an operating deficit of (\$448,395) and a net loss of (\$675,855) primarily due to market losses on investments of \$415,906 partially offset by the PPP loan forgiveness and ERC credits noted above.
- The Balance of Total Net Assets as of 5/31/2022 was \$5,927,806 versus a balance as of May 2021 of \$6,603,662.

As of **January 31, 2023** following are some of the financial highlights for the current Fiscal Year 2023 ending May 31, 2023.

- Conference operating income was better and expenses lower than budgeted. Before budgeted funds transfers the operating deficit was (\$59,000) versus the budgeted deficit of (\$99,000).
- Pilgrim Firs operating income was \$45,000 better than budgeted by \$11,000 while N-Sid-Sen operating income of \$16,000 was lower than budgeted by \$46,000. There has been a lot of staff transition at both camps. Thankfully Mark Boyd is now at Pilgrim Firs and Bill Bourdon as our Bridge Managing Director at N-Sid-Sen.
- For all conference ministries we ended the fiscal year-to-date as of January 2023 with an operating surplus of \$31,000
- We are grateful for all donations including the very generous one-time gift of \$62,000 from New Pilgrims UCC in Anacortes, and \$50,000 Estate donation to the Pilgrim Firs Pride Fund.

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 for 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

What makes for church vitality and development?

“Working for justice and equality for all God’s people, caring for all of creation, cultivating awareness of injustice and privilege.”

“Relationships help us do ministry WITH rather than FOR others.”

from Vision for Vitality, Rev. Dr. Courtney Stange-Tregear, Pacific Northwest Conference, 2018
Anti-racism and relationship building has been central to the work of the Church Development Committee (CDC) in the past year through our grant funding programs, the welcome of new congregations, and the support of existing congregations.

Solidarity Fund Grants distributed in 2022

The Solidarity Fund of \$300,000, made possible in 2021 through a generous gift from one of our congregations was a great opportunity to support congregations that found themselves in challenging financial times because of the coronavirus. In June of 2022 the CDC distributed the remaining \$45,000 from the Solidarity Fund program. The grants were given to 15 congregations and a multi-church organization. Fifty-one percent (51%) of the funds granted in 2022 went to Black, Indigenous, People of Color (BIPOC) and BiRacial/Multi-Ethnic congregations. Out the total Solidarity Fund program of \$300,000, fifty-seven percent (57%), \$172,000 was contributed to BIPOC and BiRacial/Multi-Ethnic congregations and organizations.

In addition to supporting the ongoing financial and capital needs (new pews and elevator repairs) of congregations, the Solidarity Fund grants supported community social services and relationship support projects in congregations. These include:

- a lifeline for 100’s of families and weekly free meals through a church food bank
- funding for rental assistance/emergencies
- adult day health program for seniors with dementia
- childcare for low-income families
- support of the LGBTQAI+ community
- travel for 20 youth to attend the Pacific Islander/Asian American (PAAM) national convocation

Anti-Racism and Community Engagement (ARCE) Grant program in 2023

With \$125,000 from CDC designated funds and the Strengthen the Church offerings, we have initiated ARCE grants in 2023 for congregational projects to support community engagement, especially those with an anti-racist focus and lens. The aim of this granting process is to be collaborative, conversational, and filled with relationship building. To submit a grant proposal for consideration, we ask that churches fill out a Letter of Interest form. Based on the letter of interest, the CDC will dialogue with your congregational representatives to refine the project proposal and grant. Two online workshops were held to answer questions regarding the granting process, get the conversation started with possible applicants, and hear ideas that are taking shape. Approximately 20 people from 15 congregations participated in the Zoom workshops. Thus far, we have had six letters of interest.

Many congregations in our conference are already engaging in faithful anti-racist and community engagement work and others seem ready to allow this grant to help broaden their imaginations around how their communities might begin or press further into this good work. If you were unable to attend the workshops but would like to inquire about the ARCE grants, please reach out to Davi Weasley, Stevi Hamill, or Dave Schoen.

Relationship Building with Everett Marshallese congregation and other churches seeking to join PNC Conference

Affiliating with our Conference is a process of building relationship between new congregations, the conference, and churches in our conference. At this Annual Meeting, after more than a year of building relationship and covenant making, we will celebrate the reception of the Everett Marshallese United Church of Christ JRD into our Conference. The CDC and the Committee on Ministry work together to meet with and get to know the new congregations and pastors, along with a partner sponsoring church in the Conference. We thank the Everett United Church of Christ for their collaboration and support as a partnering congregation in shaping the mutual covenant and preparing for the reception and introduction of the Marshallese church. The Everett Marshallese congregation is part of the overseas ministries of the United Church of Christ JRD in the Marshall Islands, so it will be dually affiliated. Everett Marshallese, the first UCC JRD congregation in the Seattle area, is the first Marshallese congregation in our conference.

More new congregations to come! There are eight more congregations that have expressed interest in affiliating and building relationship with our conference. These congregations come from Alaska, Eastern and Western Washington and include three Marshallese, four Samoan and one Euro-American. The affiliation process takes time and requires persons committed to being part of the relationship building and covenant making. We will be looking for more churches willing to be sponsoring partners in the process. With just six people on our committee, to build relationships with the many new churches wishing to affiliate, we need more people to join the Church Development Committee in living out the UCC still-speaking welcome with commitment to building relationships and growing the diversity of our conference.

Growing and strengthening our Mutual Partnership with Samoan Congregations and Pastors.

In Fall 2022, the churches and pastors of the local Samoan District group, the PNC Committee on Ministry, and the PNC Church Development Committee collaborated to plan a gathering to grow in knowledge and appreciation of the Mutual Affirmation of **Partnership in Mission and Ministry Between the Congregational Christian Church in American Samoa and the United Church of Christ**. The intent for the gathering was to strengthen our communication, understanding, common witness, and relationship with each other. Unfortunately, the planned event had to be cancelled at the last moment, but we look forward to having the gathering in the summer in 2023.

Strengthen The Church UCC Mission Offering supports Anti-Racism and Community Engagement in 2023

This year, contributions to the Strengthen the Church (STC) Mission Offering of the UCC will support the Anti-Racism and Community Engagement grants.

The good news is that the Strengthen the Church offering received by the conference nearly doubled from \$11,435 in 2021 to \$21,700 in 2022. The growth in the offering came from an increase in congregations and members contributing to fund from 25 in 2021 to 29 in 2022, including a very significant gift from Eastgate UCC in Bellevue from the sale of their building. Thank you to Eastgate UCC and all the congregations who gave last year to Strengthen the Church. We encourage all congregations to receive the STC offering on Pentecost Sunday, May 28th or sometime in the year.

Your gifts to Strengthen the Church will grow our Anti-Racism and Community Engagement grants for congregations in the conference.

Thank you!

David Schoen (acting Chair), Doug Gunwaldsen, Stevi Hamill, Danette Koloi, Karen Nooney, Davi Weasley, Courtney Stange-Tregear
Members of the Church Development Committee

Committee on Ministry

Cameron Sharp, Chair of COM-West

Morag Stewart, Chair of COM-East

Embracing the vision of the Board of Directors of the PNC, the COM has been working on deepening relationships and becoming a more anti racist conference.

We are still meeting virtually so the close bonds we would like to have amongst our members is challenging. Even so, care and time is taken to check-in, to meet outside of COM meeting hours whenever and however possible and hold one another in fellowship and prayer.

Further, we reach out to the PNC Clergy, MIDs, and Congregations by phone, cards, email and by attending Ordinations, Installations, the Rites of Farewell. Attending these in-person celebrations requires many hours of travel out of the COM members own time. Morag has driven thru three blizzards to assure the COM is part of celebrations.

The COM-East meets with 1-2 individuals each meeting. At COM-West meetings, we often meet with between 2 and 6 individuals in our ongoing work. Whenever possible the COM members also meet with individuals in special individual meetings that fit the individual's needs. The Annual Information Review (AIR) is a valuable tool we use once a year to connect with every one of the approx. 230 clergy in the PNC. When the AIR comes back to us, we read every one and respond to them. The Clergy will hear minimally that we received their report. And we will address all the requested items they share with us whether it be prayer requests or time to meet with the Conference Minister or the COM.

Time was set aside to spend an hour each with our Conference Moderator and Vice Moderator discussing and understanding racism in the PNC. At our Centering Times there is a devotion with discussion. Some of them remind us to focus on anti-racism. A very powerful devotion and teaching was presented by the Rev. Jerry Chang concerning the racism directed towards, and even within, the Asian communities.

Further, we are mindful of and study the ways meetings themselves can be racist and we are endeavoring to change. We have used the tool created by the Rev. Dr Catherine Foote. It is a chart teaching us how to move into Kin-dom Culture. Specifically, we are divesting some decision making and work done by the co-chair, investing it in the work of the Sub-Committees in the west and the members on the east. We are further taking a breath, learning to wait on God and let the Holy Spirit unfold our path.

STATISTICAL REPORT:

We do a lot of work, and the fruit of that work is partially made visible in the events listed in our Statistical Report. In this year alone, there is so much good to report about the work of the COM. In addition to the statistics that will follow, the COM continues to revise and update all documents and checklists to conform with the 2018 Manual on Ministry (MOM). This report is not intended in any way to supersede or conflict with the lists in any other report. It is just to emphasize the volume of loving service the COM has provided in the past year.

These are the ones whom the COM authorized for Ordination this year. We acknowledge here their years of preparation and work with the COM. We celebrate and welcome our newest Authorized Ministers.

- The Rev. Amara Oden 6/05/2022
- The Rev. Maureen Mc Lain 6/26/2022
- The Rev. Amy Johnson 8/13/2022
- The Rev. Stevi Hamill 8/28/2022
- The Rev. Elyse Jauregui 1/13/2022
- The Rev. Tara Young-Brown 1/21/2023
- The Rev. Terry Rice 3/17/2023

The Rev. Stephen Gentle was granted Ordained Ministerial Partner Standing and is serving Shalom UCC in Richland.

The Rev. Jermell Witherspoon, Granted Privilege of Call in June 2022 - serving Everett UCC and Liberation UCC.

Elizabeth Maupin was approved for Ordination Pending Call 2/9/2023. She is looking for the right Call.

Rachel Haxtema was approved for Ordination Pending Call 3/9/2023. She is looking for the right Call.

We celebrated Installation Services along with their Congregations welcoming these Ministers:

- The Rev. Bob Feeney at Westminster UCC 1/14/2023
- The Rev. Emily Tanis-Likkel at Alki on 1/19/2023
- The Rev. Jennifer Castle at Congregational Church, Mercer Island. 4/23/ 2023

We celebrated Farewell Services with their Congregations for:

- The Rev. Sally Balmer 5/01/2022
- The Rev. Brigitta Remole 7/01/2022
- The Rev. Andy Castro-Lang 8/28/2022
- The Rev. Janet Matthews 9/12/2022
- The Rev. Roberta Rominger 10/2/2022
- The Rev. Jennifer Castle 11/13/2022
- The Rev. Jim Castro-Lang 12/18/2022
- The Rev. Cristina Airaghi 1/01/2023
- The Rev. Patty Ebner 1/08/2023

Transfer of Standing into and out of the PNC was granted to these ministers. As 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.

- The Rev. Dr. Yuki Schwartz to the Southern California-Nevada Conference
- The Rev. Peter Ilgenfritz to the York Association, Maine
- The Rev. Bob Feeney to the PNC - Westminster UCC, Spokane
- The Rev. Kelsey Peterson Beebe to the Wisconsin Conference
- The Rev. Carson Hawks to the PNC - Magnolia UCC, Seattle
- The Rev. David Weddington from the New Hampshire Conference to the PNC
- The Rev. Steve Van Kuiken from Pullman to the Ohio Conference
- The Rev. Joan Sulser with Exempt Standing to the Wisconsin Conference
- The Rev. Mike Denton, to the Southern New England Conference

Other significant work done for the PNC includes:

- In August of 2022 special designation granted to Marcia MacLaughlin as retired Commission Minister to continue full Authorized Standing in the PNC.
- A Special Day to Honor The Rev. Steve Erikson as Pastor Emeritus at Shalom UCC held on December 4, 2022
- The Rev. Linda Purdy received a 5-year extension for her Professional Endorsement as a UCC Chaplain.
- Also, the COM meets with ministers who change their Ministerial Standing from Authorized Minister to Exempt. They with those who remain Authorized Minister but are retired from the active ministry settings are too many to name here, but we celebrate their discernment and changes.

Dismantling Racism

Christine Hanson, Chair

Our team has worked to further our priorities by:

- * Continuing the lifelong work of dismantling racism within ourselves, our team, our churches, and the broader community
- * Being intentional about how we show up both at our meetings and out in the world, endeavoring to call out racist words, actions, and systems
- * Committing ourselves to learn the truth about our white supremacist, colonial history and sharing this truth with others
- * Working to build a community where we can learn from each other and share the mistakes and progress being made
- * We work to build relationships of accountability in all the work we do.

Work moving forward

- * We encourage our conference to show up where our Black, Brown, Asian and Indigenous pastors, and laypeople lead us.
- * We engage with the various conference ministries as they work to dismantle racism within the conference systems.
- * We provide a safe place for people to openly discuss their anti-racist journey.
- * We lift up and promote the Conference Anti-Racist fund - making sure individuals and churches are aware of the fund and contributions are welcomed.
- * As a Dismantling Racism Team, we plan to take the Sacred Conversations to End Racism workshop from Dr. Rev. Velda Love and a co-facilitator.
- * As a Dismantling Racism Team we would like to take/repeat the People's Institute Northwest Undoing Institutional Racism training.
- * We would like to create a website that could serve as a resource for conference members and friends on their dismantling racism journey
- * We dream of organizing a trip to the South to sink deeper into the civil rights movement

Chair: Christine Hanson

Members: Rev. Amara Oden, Rev. Andrew Conley-Holcom, Elizabeth Maupin, Gilbert and Mary Escandon, Rev. Dr. Kelli Brown, Lenore Marentette, Lin Hagedorn, Marilyn Burwell, Robert Brown, Steve Clagett

Global Ministries Committee

Rick Russell, and Mary Olney-Loyd, co-chairs

The Global Ministries Committee met by Zoom several times this past year. Our main body of work was involved in the ongoing partnership with two church peace groups in the country of Colombia.

The Pacific Northwest Conference of the UCC and the Northern Lights Region, Disciples of Christ (Christian Church) are in a covenantal partnership with **Justapaz** (meaning Justice and Peace) and **CEDECOL** (Peace & Justice Commission of the Protestant Council of Churches in Colombia). Their ministry in Colombia is working for peace, justice and reconciliation in a country that has been racked 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 through monthly zoom calls. Participants in these calls include, **Martin Nates** of Justapaz, **Pablo Moreno** of CEDECOL, our national Global Ministries staff led by Latin American and the Caribbean 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 Discípulo 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.

You may 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.
- Support the work of Alex and Xiomara financially through regular designated giving
- Pray for the ministry of Justapaz and CEDECOL in your local churches.
- Learn more about the ministry of Justapaz and CEDECOL by visiting: www.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.

The Global Ministries Committee is currently exploring the possibility of inviting our Colombian partners to visit us in our Conference/Region, as well as sending a delegation to Colombia.

Our committee also stays connected with other mission personnel from our Northern Lights Region and the Pacific Northwest Conference: **Leda Zakarison**, from Pullman, WA, recently returned from Beirut Lebanon, where she was posted with the Forum for Development, Culture and Dialogue, working with youth and young adults of many faiths. She is available to share her experience with churches until June of this year. **Andrew Larsen**, from Helena, MT, was a mission co-worker with the United Church of Christ in the Philippines. He wrapped up his 3+ years of service with Global Ministries in February of this year. His final time was spent preparing for the Pacific Basin Initiative which is hopefully launching this spring.

When mission co-workers and interns visit our Conference and the Disciple's Region, we help 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
Steven Underwood
Wayne Daly
Ron Greene
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

Jenn Hagedorn

The Ministry Resources Committee is shifting towards more collaborative relationships with committees of the conference. The MRC is actively asking for suggestions about who may want to serve and role descriptions from committees to aid in recruiting efforts, and then following up on those suggestions. The last several Annual Reports reflect some of the challenges the Ministry Resources Committee and other conference committees have faced in past years in filling committees and ensuring the proper gifts and talents are connected with the right open positions.

There are several inactive committees at this time, and the MRC has decided not to fill positions on these committees. This includes Justice and Witness Ministries (which does have two active taskforces) and Educational Ministries Committee (Outdoor Ministry Taskforce, currently under EMC, may become its own committee). While the work of these committees is crucial to our conference, the MRC understands their current lack of functioning to be a sign that something is being released to make way for something new to emerge. We want to attend to this process and ask what God might be doing in the midst of it, rather than busying ourselves to ensure we keep going, “business as usual.” Our conference is in the midst of transformation and the size, shape, and function of our committee structure will inevitably be impacted by these changes; we want to leave space for these changes to unfold.

The MRC did not meet between completion of the Annual Meeting slate in 2022 and reconvening in February of 2023. As Acting Conference Minister, Rev. Dr. Courtney Stange-Tregear asked Rev. Jenn Hagedorn to step into role as chair and has offered support in helping identify individuals who might serve on committees. This late start, in combination with the collective exhaustion of the last few years, means there will likely be many empty spaces on our committees going into the Annual Meeting. We look forward to seeing how God will work through us, with us, and despite us in this coming year.

Personnel Committee

Wendy Blight, Co-Chair

The Personnel Committee continued to meet monthly over the past year and was able to accomplish several things:

- Completed the job description for Conference Minister that had not existed for many years
- Reviewed the Interim Camp Manager job description for N Sid Sen prior to posting
- Updated the Sabbatical Leave policy for Conference employees who qualify for that benefit (Apr 2022).
- Provided support and advice to Acting Conference Minister, Rev. Courtney Stange-Tregear, after the departure of Rev. Denton. There were a number of personnel issues that came up as Mike departed and the committee was happy to work with Courtney to resolve them
- Provided advice to the Board of Directors regarding a process to select a settled Conference Minister
- Provided representation to the Board of Directors from the Personnel Committee (Wendy Blight, co-chair).

The Personnel Committee is committed to evaluating the conference minister on an annual basis as called for in the Conference Bylaws. Now that a job description has been finalized, it will provide a basis for some of the assessment questions that will be used. Given the fact that a new CM will be hired this year, the committee has begun discussing the timing and nature of the next assessment. The evaluation tool and timing will be dependent on whether the CM is an Interim, Transitional, or Settled Conference Minister. The committee also intends to work with the next CM to ensure that all Conference employees receive an annual assessment from their supervisor.

The Personnel Committee is small but mighty! Many thanks to Rev. Jamie Kepros, co-chair, and Rev. Ryan Lambert for your thoughtful advice and good spirit for this work. We are grateful that Rev. Tara Leininger also met with us in the early part of the year until her responsibilities as Moderator shifted to an oversight role. Rev. Mike Denton and Rev. Courtney Stange-Tregear met with the committee throughout the year, providing their guidance and insight to the committee. We are grateful to them and for the opportunity to work together in this particular ministry.

With gratitude for the relationships built and the work that was done,
Wendy Blight, co-chair

Stewardship Committee

Sara Finney, Jim CastroLang, Co-Chairs

The role of the Stewardship Committee includes:

1. Helping to draft and recommend a budget to the Conference Board of Directors. This is a dialogue process with the Board that focuses on funding Conference priorities and limiting the reliance on Reserves in balancing the budget.
2. During our June 1st to May 31st fiscal year, review monthly financial reports recommending course corrections as needed.
3. Encourage an attitude of Stewardship throughout the Conference with communication that build excitement to support Conference priorities and the greater UCC identity. This identity is focused on our goals of inclusivity, diversity, and justice for all. Giving to Friends of the Conference, church member dues, and the Antiracism fund are key ways to support the priorities in the Conference budget. Giving to our camps (Friends of N-Sid-Sen & Friends of Pilgrim Firs) supports the nurturing of our UCC spirit and Identity in our children, our churches, and in our connection to a wide array of community groups. Stewardship Committee members also write regular stewardship testimonies that appear in the monthly packet.

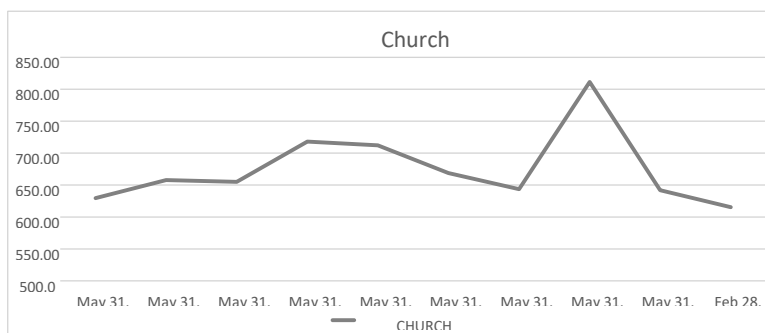
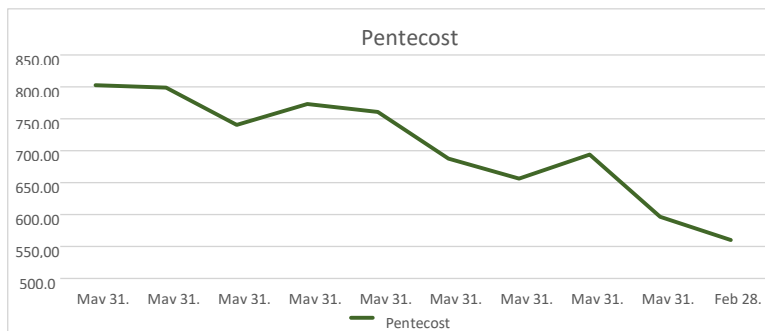
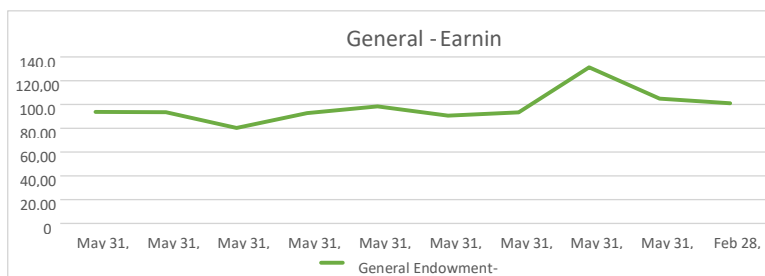
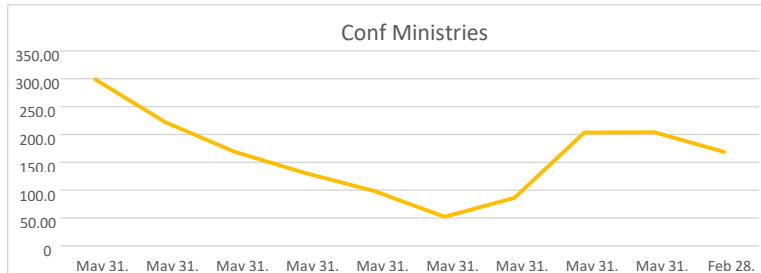
Our committee felt the impact of last year's Annual Meeting ending without an approved budget or voting on the nomination slate of Conference leaders. Initially, our committee was unsure how to proceed. The departure of Conference Minister Mike Denton through the summer contributed to the ambiguous nature of that time. As the Board made clarifying decisions and Rev Dr. Courtney Stange-Tregear stepped in as Acting Conference Minister, our committee had the guidance we needed. We are grateful to Courtney for improving communications in the Conference as this is essential to effective stewardship work.

We are thankful to Andy Warren, Conference Accountant, for his enthusiastic and skillful work. We are thankful to the congregations of New Pilgrims UCC, Anacortes and Eastgate Congregation UCC, Bellevue. These churches closed their doors but gave life to the Conference in their dying through their special gifts. A big shout out to our 5 for 5 churches listed here. These churches gave to the four UCC special offerings and OCWM - true stewardship stars!.

Bellingham First CC
Carnation Tolt UCC
Colville First CC
Everett UCC
Fox Island UCC
Mercer Island Cong Church
New Pilgrims UCC
Northshore UCC-Woodinville
Prospect UCC-Seattle
Richmond Beach UCC-Shoreline
Suquamish UCC
Wayside UCC-Federal Way

Blaine UCC
Chewelah UCC
Eastgate UCC-Bellevue
Fauntleroy UCC-Seattle
Kirkland Cong UCC
Metaline Falls Cong UCC
Normandy Park UCC-Seattle
Olympia United Churches
Richland Shalom UCC
St Paul's UCC-Seattle
University UCC-Seattle
Westminster UCC-Spokane

For many years, our Conference budget has relied on Reserve Accounts to balance the budget. We can't survive long-term if we continue depleting our reserves. We have been fortunate in recent years that the market investment of these funds has slowed the dwindling of these reserves. The chart below shows the trendline of these reserves. 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, Editor

We reflect the work and priorities of the Conference in content of the Conference News, both in our reports on what the Board and committees are doing and on reports on the life of the

congregations. The lead story in winter 2022-23 was on the United Churches of Olympia's Sacred Conversations on Racism and several stories shared how PNC churches are intentionally incorporating words and actions related to land acknowledgements. Two fall features were on the Samoan Congregational Christian Church, plus one on the Taiwanese Christian Church's language camp for children and the PNC Dismantling Racism Task Force. The summer issue included information on the United Church of Ferndale Dismantling Racism Team's Orange Shirt Day. Spring 2022 included several stories on congregations resettling refugees from Afghanistan. Through the year there have been stories on congregations responding to homelessness and the PNC global ministries partnership with Colombia. The articles all seek to build awareness and relationships among the PNC congregations.

Each issue includes communications from the conference staff and committees to keep people connected and informed about resources available and issues that arise. With staff turnover, much effort was given to keep people attuned to the changes and new staff as the positions were filled..

We publish online at pncuccnews.org and inform committee members, conference leaders and congregations by email with a link on pncucc.org and by Conference Facebook pages and groups. Our expectation is that those receiving the information will pass it on through their congregations.

Minutes of Annual Meeting 2022

April 30, 2022 @ 9am on Zoom

Call to Order/Land Acknowledgment

Hillary Coleman, Moderator welcomed us to our sacred space and opened the meeting with Land Acknowledgement. She called the meeting to order at 9:05am.

Prayer

Rev. Courtney Stange-Tregear, Minister of Church Vitality, led us in prayer.

Land and Labor Acknowledgment

Rev. Dr. Kelle Brown, Plymouth UCC in Seattle led us in a land and labor acknowledgement.

Thanks/Review Documents and Tech

A welcome was given to everyone who was able to attend (including lay leaders, clergy, PNC staff, Board Members, Committee members, and Friends of the Conference) with a reminder that we all make up the conference. Documents and tech logistics were reviewed for the meeting by Indigo Brown.

Quorum Met

Quorum was met and we 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 provided online prior to the meeting

Rev. Tara Leininger, Vice Moderator made a MOTION to approve the standing rules. Rev. Courtney Stange-Tregear, Minister of Vitality SECONDED the motion. The standing rules were approved (with 1 ABSTENSION) via vote by hand raising during the meeting.

Approval of 2021 Minutes

The minutes were provided online prior to the Annual Meeting. Dallas Lyle made a MOTION to approve the 2021 Minutes and Rev. Jeanette Solimine SECONDED.

Discussion- Questions were asked and time was given for folks to read the minutes.

The 2021 Minutes were approved (with 14 ABSTENSIONS) via vote by hand raising during the meeting.

(Friendly Amendment: Spell Zoe Pfeifer's name correct in minutes)

Report from Conference Minister, Rev. Mike Denton

Rev. Mike Denton provided a report in the Annual Meeting packet which was provided online prior to the meeting. He also discussed the state of the Conference and reflected on the theme for the Annual Meeting, "Promised Hope." A manuscript of the message will be provided to the Conference. Various delegates requested this manuscript as the message was not recorded. We took a 10 minute break for reflection and self-care.

Anti-Racism Fund Report

Indigo Brown presented a report on the Anti-Racism Fund which was added to the budget last Annual Meeting. Indigo also wrote a report which was shared prior to the meeting and was included in the Annual Meeting packet.

It was added to reflect the implementation of our Bylaw change on Antiracism. Delegates voted last year to add \$50,000 to the proposed operating budget to implement a plan to work towards becoming an Antiracist Conference. It was also proposed that this be done with the direction that the Board of Directors identify the group that will administer the funds. An action report was asked to be brought to this year's meeting.

Indigo read the report she wrote for the Annual Meeting packet as quoted below.

"In a collective effort to be anti-racist and to honor the gifts and calling of minoritized and marginalized ministers and ministries in our conference, this fund is one of the ways we are responding to the call to infuse justice and equity into our covenantal, relational work together. This is also an exercise and practice in trust-building and becoming comfortable with the conversations and actions being centered upon Black, Brown, Asian and Indigenous leaders, and communities in the conference. Our clergy of color are stewarding the fund. As a collective, they are making sure that all are included, and we can create an equitable and inclusive conference. Funding has and will be used to provide COVID-relief resources for pastors and churches; professional Development; mission trips; funding the Poor People's Campaign, and much more on the horizon. May God bless our journey as we build a more inclusive table together."

She also added that she looks forward to this fund being an implicit part of our budget. Indigo, Esther Sanders, Hillary Coleman, Dawn Koloi, and Jennifer Castle made up the Anti-Racism working group for the Board of Directors.

Hillary commented on this as a time of learning on this journey towards Anti-Racism and how the board acknowledges they will not always get it right.

She also apologized that in March of this year, delegates of color from last year's Annual Meeting were sent the Anti-Racism Fund Fundraising letter the rest of the delegates were sent requesting that they too give money towards this work.

"I apologize for harm that was caused to people of color in our conference when receiving a letter asking people to donate to antracism efforts. I also want to clarify details about funding of the Anti-Racism Fund after receiving questions and realizing that we had not communicated as clearly as we'd hoped with the wider conference."

A 2-minute time of reflection on this report and learnings was given.

After reflection, a time was opened for questions and clarifications from attendees.

It was also clarified that each year \$52,000 will be added to the Anti-Racism Fund. This makes the total for this year \$104,000 as last year's monies were not spent.

Questions/Answers:

1. What is being done across the Conference in our local churches to do this Anti-Racist work?
Many churches are doing land acknowledgements - what efforts are there to reach out to indigenous neighbors, not just name them. What partnering is happening?
 - Several folks mentioned that their local church is participating in the Real Rent program, paying monies as rent to the indigenous people whose land their church is on. For example, UCUC has a land acknowledgement team providing monthly action steps on how to live into their acknowledgement
2. How many clergy of color are in the working group? - 5
How many clergy of color are in the Conference?- 17
3. How active are the Samoan clergy and congregations in the process?
 - Several clergy members are involved already and the group is going to reach out to get more involvement. A few churches are represented today at Annual Meeting and on the Committees of the Conference.

Discussion also ensued around the following questions, among others:

- Budgets are set annually by vote of Conference. How can we make long term financial commitments within our bylaws?
- What are we bringing to this as a Conference, can we pledge with this new budget that we will be anti-racist local churches doing anti-racist work?
- ...Can you speak of progress or issues in helping people in churches all over the Conference understand, internalize and live as anti-racist people and congregations - is anybody helping with the race work to arrive at this?
- What is the conference doing to bring diversity to the leadership of the Conference? Does this include retaining BIPOC clergy?

Comments and Suggestions:

- This work needs to be a funded position for the Conference- to hire someone to look at the work in the Conference in an Anti-Racist lens. We can look at Anti-Racism as a ministry that needs a specialized minister.
- ...There should and must be help throughout the conference to do antiracism work and the dismantling of white supremacy, in tandem with resources.

We took a 7-minute reflection and self-care break after this conversation.

Stewardship Report

Jim Castro-Lang and Sarah Finney (co-chairs of the Stewardship Committee)

A Stewardship Committee Report was shared in writing prior to the Annual Meeting.

Jim and Sarah shared during the meeting about what the Stewardship Committee has done in the last year. They also thanked folks for their giving and helping the camps, Conference, and with the UCC Special Offerings.

Church Development Committee Report

A Church Development Committee Report was shared in writing prior to the Annual Meeting.

Global Ministries Report (video)

Rev. Rick Russell and Mary Olney Loyd (co-chairs of the Global Ministries Committee)

A Global Ministries Report regarding our partnership with two peace organizations in Colombia was shared as a video prior to the Annual Meeting. This video was also shared during the meeting as well and can be found at

<https://www.youtube.com/watch?v=Hgr2AeQmM20>

Budget Hearing

Andy Warren, Conference Accountant, Martha Baldwin, Budget Chair, and Diana Kutas, Board Treasurer

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

Slides showed items within three columns including 2021 actual budget, 2022 estimates, 2023 proposed budget.

Conference Ministries Budget

- 3% lower due to lower donations
- 28% of funds go to the National UCC
- Total revenue- \$519, 511
- Expenses- \$669,115

Both camps are expected to return to normal income due to new restrictions.

Camp N-Sid-Sen Budget

Total revenue - \$399,500

Proposed Expenses-\$381,184

Proposed Capital Budget-\$35,500

Pilgrim Firs Budget

Total Revenue- \$650,223

Proposed Expenses-\$694,780

Proposed Capital Budget-\$75,500

Budget Discussion

Rev. Courtney Stange-Tregear acted as a moderator for discussion. Diana Kutas and Andy Warren answered questions about money. Rev. Mike Denton and Hillary Coleman answered questions regarding vision and mission.

Questions were asked about logistics of how the budget is created and if they are balanced this fiscal year and how often our camps are used/by whom/how we are supporting our vision of anti-racism through our camps.

The following are several of the questions/comments which were raised during this time.

1. Is it time to rename “Pilgrim Firs” in a way that brings to life the conference’s spoken anti-racist commitment? Also, the cabins are named for Pilgrims and need to be renamed.
2. Help me understand why the Church Development Committee report says it supports Rev. Courtney’s salary and how this relates to the overall budget?
3. What are the balances on the reserve funds under the Church Development Committee?
4. Is there a need/plan to grow the endowment? If not, how can we make budget sustainable?
 - The short answer is yes, there is a plan to grow the endowment.

Lunch Blessing

Rev. Jennifer Castle led us in a prayer prior to our lunch break.

Lunch Break- 30 minutes (everything on agenda was moved forward 30 minutes from our original agenda)

Plenary 2 (12:35pm)

Opening exercise: Show and Not Tell- show things around you without telling about them.

Budget Presentation and Vote

Diana Kutas, Board Treasurer made the MOTION that we follow the Board of Director’s recommendation “to accept the proposed FY2023 operating budgets as presented of:

Conference Ministries \$669,115

Camp N-Sid-Sen: \$381,184

Pilgrim Firs: \$694,780

And to accept the proposed FY2023 capital budgets as presented of:

Camp N-Sid-Sen: \$35,500

Pilgrim Firs: \$75,500

Because it comes from the Board of Directors, this motion does not require a second.

Discussion/Questions

We heard from voices, specifically BIPOC voices, that haven’t been traditionally heard in our Conference Meetings.

Several folks expressed concern that our current budget and budgets in the past have not “walked the talk” of being a Conference focused on being anti-racist. This comment in particular encapsulated what was being heard, “The budget is a moral document and we need to look at it to see what morals we are and are not showing by the line items in our budget.”

Line items regarding staff members’ pay were commented upon and how staff members and their pay can live out the commitment to anti-racism. It was noted that the Personnel Committee is revising our Conference Staff job descriptions and this is one way that we can look at their roles through an anti-racist lens and add responsibilities that live out this anti-racist commitments. It was brought up that this might be seen as a passive action and things that would be “visual fruit” need to be done. It was also requested that more transparency as to what is being done

within the Conference and on behalf of the Conference needs to occur so that we all know what is occurring, both regarding anti-racist work and in general.

Some folks also felt that adding things to what the current staff do might not be as helpful as hiring someone whose main goal is to work with us on our Anti-Racism commitment. It was asked, "what if our Clergy of Color committee brought to the Conference a proposal for an Anti-racism paid position: the title, job description, budget requirement, and a plan for seeking candidates and hiring?"

Several suggestions were made for how the Conference and individuals can live into being anti-racist and/or work on ridding our institution of racism. These suggestions included but were not limited to the UCC's "Join the Movement" program, the potential of us needing an Equity and Social Justice team or committee, requiring anti-racism training for clergy and using an outside source to teach the course, fund rural churches that are dying, and going through the process of reimagining our structure including rewriting our bylaws to address systemic racism.

It was also suggested that we work on developing a more inclusive process for budget development. It was asked "how we can seek budget input through the Conference before we propose a budget."

We had a 10+minute break for reflection and self-care before the conversation continued.

Reflection/Q&A

After conversation with the Leadership Team, the Motion for the Budget was taken off the table by Hillary Coleman, Moderator.

A 2nd Annual Meeting will be held within the next 3 months to specifically vote on the Budget and Nomination Slate.

Meetings will be held in the meantime to truly listen to all the voices which are speaking today. We may bring in an outside source and are looking at other suggestions which were made throughout this conversation today.

Tara Leininger mentioned that "Radical change coming to this Conference in the next 2 years" and that the Board will work on a temporary budget until we can next meet as a group.

Announcements

Andrew Conley-Holcom announced that the 'Beyonce Mass' will be this Friday, in-person, at St. Mark's Cathedral in Seattle. Rachel Haxema has been working on this mass and all are invited to attend in-person, but please register online.

Rev. Dr. Kelle Brown led us in the closing prayer using "Prayer Litany for Survival" by Audrey Lorde.

Jeanette Solimine made the MOTION "to end this portion Annual Meeting after worship tomorrow." Vote of acclamation. No SECOND needed. Motion PASSED unanimously. Hillary closed the meeting at 2:25pm.

Reminder of/invitation to worship

Board meeting was held after the first portion of the Annual Meeting. It included current Board Members for the 2021-2022 term.

Ron made a MOTION that we go into an Executive Session to reflect on the Annual Meeting and we allow Conference Staff to remain. Zoe SECONDED. The MOTION PASSED unanimously.

Ron made a MOTION to leave Executive Session. Tara SECONDED. The MOTION PASSED and we ended Executive Session at 3:38pm.

Esther made a MOTION that we "vote to make Tara Leininger Acting Moderator and Indigo Brown Acting Vice Moderator." Janet Ott SECONDED. The MOTION PASSED.

Meeting adjourned at 3:40pm

Blessings and Peace.
Respectfully submitted,
Jillian Hutton, Scribe