



**2024**

**Annual Meeting  
Report Booklet**

Pacific Northwest Conference  
of the United Church of Christ



# Churches of Our Conference

## Alaska

Anchorage	EFKAS First LMS Congregational Church Fa'avae Fou (New Foundation) Feagaiga Fou (New Testament) Worship Center Christian Fellowship	Rev. Iotamo Falealili Rev. Edwin Galeai Rev. Niutunu Faiupu Rev. Faatauva'a I. Alaelua
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## Idaho

Lewiston Wallace	Congregational-Presbyterian Church United Church of Christ-Congregational	Rev. Adam Ogg In Transition
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## Washington

Bainbridge Isl. Bellevue Bellingham	Eagle Harbor Congregational First Congregational Church First Congregational Church	Rev. Dr. Dee Eisenhower Rev. Lisa Horst Clark Rev. Sharon Benton Rev. Davi Weasley Rev. Sandy Wisecarver Rev. Stephen Haddan In transition Rev. Michael Birnbaum In transition Rev. Deborah Tyler, Designated Rev. Esther Sanders In Transition Rev. Andy Zacherias Rev. Jennifer Bannerman, Designated Rev. Joel Aosved Pastor Warren Johnson, Licensed In transition In transition Rev. Aunuua Vasega Rev. Ryan Lambert Rev. Jamie Kepros In transition Rev. Jennifer Castle
Blaine Carnation Chewelah Colfax Colville Dayton Eltopia Everett	United Church of Christ (Cong.) Tolt Congregational UCC Chewelah United Church of Christ Affirmational UCC - Plymouth Cong. First Congregational Church First Congregational Church First Congregational Church Eltopia United Church of Christ Everett United Church of Christ Everett Marshallese UCC JRD	
Federal Way Ferndale Forks Fox Island Guemes Island Kent Kirkland Lummi Island Malden Mercer Island	Wayside United Church of Christ The United Church First Congregational Church Fox Island United Church of Christ Guemes Isl. Community Church, UCC Samoan Congregational Church #6 Kirkland Congregational Church, UCC Lummi Island Congregational Malden Community Congregational Congregational Church on Mercer Island (UCC)	
Metaline Falls Monroe Olympia Olympia Pullman Renton Richland	Metaline Falls Congregational UCC First Congregational Church of Monroe Community for Interfaith Celebration The United Churches of Olympia Community Congregational UCC United Christian Church Shalom United Church of Christ	Rev. Tara Leininger Rev. Jane Sorenson Rev. Corey Passons Rev. Lara Crutsinger-Perry Rev. Gary Jewell, Interim Rev. Cynthia Meyer Rev. Stephen Gentle, Interim Rev. Stephen Eriksen, Pastor Emeritus Rev. Kim Fields, Lead Pastor Rev. Miriam Gentle, Pastor Dr. Robert Paul, Sr. Pastor In Transition Rev. Jenn Hagedorn Rev. Andrew Conley-Holcom In transition Rev. Emily Tanis-Likkel Rev. Greg Turk Rev. Angela Ying Rev. Gary Southerton Rev. Eddie Gardner
Ritzville Sammamish Seattle	Central United Protestant Church* Northwest United Protestant Church* Westside United Protestant Church* Zion Philadelphia Congregational UCC Spirit of Peace UCC Admiral Congregational Church (UCC) Ala Ile Ola Church #5 Alki United Church of Christ All Pilgrims Christian Church Bethany UCC Broadview Community UCC Columbia Lakewood Community	

	Fauntleroy Church UCC	Rev. Leah Atkinson Bilinski
	First Samoan Cong. UCC (#1)	Rev. Karyn Frazier, Associate Pastor
	First Samoan Cong. Christian Church #1	Rev. Topelagi Siva
	Japanese Congregational Church	Rev. Etele Toilolo Ma'aele
	Keystone Congregational UCC	Rev. Tim Johnson
	Liberation UCC	Rev. Richard Gamble
	Magnolia United Church of Christ	Rev. Rachel Haxtema
		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
	Normandy Park Cong. Church	Rev. Amy Hitchens
	Plymouth Church, UCC	Rev. Kelle Brown, Lead Pastor
		Rev. Kevin Bechtold, Minister of
		Children & Families
		Rev. Donene Blair, Minister of
		Community Care
	Prospect United Church of Christ (Cong.)	Rev. Meighan Pritchard
	St. Paul's United Church of Christ	In Transition
	Samoan Cong. Christian Church (#2)	Rev. Kelekolio Koloï
	Samoan United Church of Christ (#4)	Rev. Nofoniga Moi
	Taiwanese Christian Church (UCC)	In Transition
	University Congregational UCC	Rev. Michael Ellick
		Rev. Steve Jerbi
		Rev. Amy Roon
Shoreline	Richmond Beach Congregational UCC	Rev. Jill Bierwirth, Interim
		Rev. Dan Stern, Spiritual Director
Spokane	Shalom United Church of Christ	Lay Leadership
	Westminster Congregational UCC	Rev. Robert Feeny
Spokane Valley	Veradale United Church of Christ (Cong.)	Rev. Genavieve Heywood
Suquamish	Suquamish United Church of Christ	Rev. Amara Oden
Tacoma	First Samoan Congregational Christian	Rev. Ulisese Sala
	Church of Tacoma	
Tonasket	Tonasket Community Church, UCC	In Transition
University Place	United Church in University Place	Rev. Valerie Garrick
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
Yakima	United Christian Church	Rev. Stephen Best

\* Indicates an affiliated church.

# Conference Transitions

## Memorials

### **Arthur Mampel** October 6, 1934 - September 18, 2023



Arthur passed away peacefully at home surrounded by loved ones after a long illness. He is fondly remembered for his joy of life and poetry and for his years of dedicated service as a United Church of Christ pastor.

Arthur (“Bip”) graduated from high school at Minnehaha Academy, MN; received his AA at North Park Junior College, IL; his BA from Knox College, IL (1957); and his Masters of Divinity from North Park Theological Seminary, Chicago, IL (1962). He served as pastor of Brainerd Covenant Church, MN (1963 to 1966); Minnehaha Congregational United Church of Christ, MN (1966 to 1970); Koloa Union United Church of Christ, Kauai, HI (1970 to 1978); and Beacon Avenue United Church of Christ, WA from 1978 to 1996, where he retired. He published ten books of poetry, mentored other poets, and gave many wonderful poetry readings. Many of his poems were set to music by such composers as Libby Larsen, Carol (Kia) Sams, and Frank Trujillo.

Arthur is survived by his wife of 63 years, Jacqueline; his children, David Mampel, Jeanie Swanson (Craig), Sara Greshock (Mike), Colette Olsen (Troy); his grandchildren, Michael, Kelly, Kara, Claire, and Tate; and his sister, Debbie Gialdella.

### **Rev. Judith Hjorth** March 15, 1939 - March 11, 2023

The Rev. Judith (Judy) Hjorth was baptized and confirmed in the Kirkland Congregational Church. She was ordained in 1965 by the Metropolitan Boston Association and served churches in the in Massachusetts Conference. In 1980, she became the Associate Conference Minister of the New York Conference and served for several years. She transferred into the Pacific Northwest Conference in 2007.

### **Sonia Baker** February 13, 1934 – January 15, 2024



Sonia Edwards Baker grew up in Renton and earned a degree in English from the University of Oregon.

She married Maurice Bell and in their 20-year marriage they had 4 children. They divorced in 1974. Sonia and Kendall Baker were married in 1976 and had a blended family of 8 children. The family moved to Tucson where Kendall was pastor of First Congregational UCC. Sonia earned a Masters Degree in Urban Planning from the University of Arizona and was involved in neighborhood planning.

After serving churches in Wisconsin and Kansas, in 1990 Sonia and Kendall moved to San Bernardino, California where Kendall was pastor of the UCC church. While working as a consultant, Sonia wrote the cultural plan for the county of San Bernardino.

Sonia also led a family foundation that focused on climate change. Sonia and Kendall's retirement years were spent in Seattle including extensive travel.

Sonia was an early, active supporter of the program for composting of human remains. She saw it as a natural, peaceful environmentally-sound carbon neutral alternative to cremation. She worked to get state law changed to accept this practice. A memorial service for Sonia's large combined family was held at Recompose.

Sonia is survived by her husband Kendall, 4 children, 4 step children, 13 grandchildren and 7 great-grandchildren.



**Rev. Larry Baker**     March 27, 1928 - February 1, 2024

Larry Stuart Baker was born into a dairy family in Olympia, where he spent his youth, graduating from Olympia High School in 1956, then on to the University of Puget Sound, graduating in 1960. He followed the calling he had identified for himself early on and attended Andover Newton Theological School in Boston for 3 years. He began his internship year in ministry at Monroe Congregational Church in 1963. He was ordained to the Christian Ministry at Fauntleroy Church (UCC) in September of 1964. He returned to his congregation in Monroe in the early 70's and remained there for over 30 years, commuting from his home in Gig Harbor, with his wife of 40 years, Lauren Joy.

Larry had a very full life, with interests that included music, watching sports of all kinds, travel, collecting, entertaining and cooking for family and friends. His salads were legend. Along with his ministry, he had a long career working with Comprehensive Mental Health of Pierce County for over 30 years and the non-profit Directions, ETC. His goal for his clients, their families, and clinicians was to guide them to a path to achieve mental wellness.

Larry was, at heart, a story collector and teller. His stories made their way into his training, teaching and lecturing, to connect a human perspective into clinical topics.

Larry is survived by his sister, Judi Naylor. He is also survived by extended family and friends.

# New Churches in Our Conference

On March 8<sup>th</sup>, the Board of Directors voted with great enthusiasm to approve two churches for membership in the Pacific Northwest Conference of the United Church of Christ. Both of them are in Anchorage, Alaska.

## **EFKAS First London Missionary Society Congregational Christian Church**

Rev. Iotamo Falealili, Pastor

## **Worship Center Christian Fellowship**

Rev. Faatauva I. Alaelua, Lead Pastor

We anticipate the Board of Directors voting to approve the following two churches on April 2nd, but the Reports Booklet has to be published on our website before the vote.

## **First Samoan Cong. Christian Church #1**

Rev. Etele Toilolo Ma'aele, Pastor

## **Samoa Congregational Church #6**

Rev. Aunuua Vasega, Pastor

Rev. Talosaga Paten, Pastor

# Clergy New to Our Conference

**Dane Breslin** is serving at Sunnyslope Church of the Brethren in Wenatchee.

**Dennis Calhoun** is a member of First Congregational UCC in Bellevue.

**Michael Ellick** is serving at University Congregational UCC in Seattle.

**Matt Emery** is a specialized minister serving at Cloverdale United Church in Surrey BC, Canada and is a member of First Congregational UCC in Bellevue.

**Rachel Haxtema** was ordained on September 23, 2023. She is serving as an associate pastor at Keystone UCC in Seattle.

**Jillian Hutton** transferred from Northern California Nevada Conference after her ordination. She was called to Eastgate UCC.

**Ann-Marie Illsley** transferred from Pilgrim Association of the Southern New England Conference and is serving at First Congregational Church in Walla Walla.

**Steve King** was ordained on January 27, 2024. He received a call to Vancouver United Church of Christ in Oregon and will transfer his standing to the Central Pacific Conference.

**Bill Maury-Holmes** is an associate member of Fa'avae Fou in Anchorage.

**Adam Ogg** is an ordained Presbyterian minister, serving at Congregational-Presbyterian Church in Lewiston, Idaho.

**Margo Richardson** transferred from the Minnesota Conference.

**Deborah Tyler** is serving at Dayton UCC in Dayton, Washington.

# 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**, is a chaplain at Providence Alaska Medical Center in Anchorage. She is a member of Fa'avae Fou in Anchorage.

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

**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. He 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. She has 5-way covenant, working as a Conflict Resolution Trainer, Facilitator, Consultant.

**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.

**Terry Rice** is a chaplain at Walla Walla Community Hospice. He is a member of First Congregational Church in Walla Walla.

**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**, is a member at St. Paul's UCC in Seattle. She is serving as the Chief Relationship Officer at The Cornerstone Fund.

**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 licensed to serve at First Congregational Church in Forks.

## **Members In Discernment**

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

**Cydne Cochran** is a member of the United Church of Ferndale.

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

**Elizabeth Maupin** is a member of Spirit of Peace UCC and has been approved for ordination pending a call.

**Kenn Robinson** is a member of United Church of Ferndale.

**Dana Sprengle** is a member of Shalom UCC in Richland.

# Reports from the Conference Staff

## Rev. Phil Hodson, Acting Conference Minister

I've been thinking a lot about the Scripture that anchors our annual meeting this year. At first blush, it's a heavy-hitter. There is a weight to the words, a severity that presses upon the spirit. And it seems like so much in our lives feels that way. We grapple with stressors - illness, financial uncertainty, a world that seems itself to be on fire, literally and figuratively, with the passions of hate, greed, and oppression. Within our own connection we feel these things. Churches searching for pastors. Pastors searching for churches. Budgets that don't stretch as far as they used to. In these and so many other ways we "carry around in our bodies the death of Jesus," as the text reminds us.

Yet we also carry "the life of Jesus," that it "may be revealed in our body." As I have journeyed with you these past few months, I see countless ways the life of Jesus is reflected within the body of the Pacific Northwest Conference of the United Church of Christ — and the hope of new life, the promise of resurrection, floods my spirit with a grand energy!

I witness committees and task forces charting a course to new life, working hard to move us toward a truly counter-cultural witness in the world in which we find ourselves. A witness that knows no binary definitions or "othering," that instead creates a space to celebrate the uniqueness of each person, and to lift up the beautiful tapestry of humanity that best reflects the kin-dom of God "on earth as it is in heaven."

I have met with search committees and congregational leaders open to new possibilities, understanding that the nature of pastoral call is shifted now and the local church can be a creative space in which new opportunities can emerge. Where some might say, "the church is dying," these leaders state instead "God is calling us to do a new thing." Fretting about the difficulty in filling part-time calls gives way to dreaming about collaborative ministry between congregations that could yield yoked parishes sharing in ministry resources to call full-time pastors for revitalization work that focuses on ministering with our neighbors out in the public square as a clearly articulated reflection of our values instead of ministering to those already gathered within our walls.

I see pastors committed to preaching the whole gospel, taking on the most challenging of books and passages in our sacred texts — those so often used to sow hatred, division, and othering of persons — and reclaiming them, reminding us of the gospel call to love without exception, to restore where there is separation, to hold space for healing, and to listen and share the ways in which individual stories — the joys and the sorrows — are reflections of the Divine within all of us. These leaders are guiding us beyond mission as a reflection of giving money toward things we care about and into a place where we consecrate our very lives as manifestation of the change we're called to bring about in the world in the name of the Holy One.

I have the privilege of working alongside a Board of Directors who desire to align the mission, values, and work of the Conference — in examining and working to update our bylaws, in moving toward balancing our budgets for long-term sustainability, through resurrection of committee structures and ministry networks to empower a broader base of leadership, and investing deeply through listening and seeking to understand one another — so that, by the contributions of every congregation through Our Church's Wider Mission (OCWM) and the best practices shared in the monthly Moderator's meetings and other Zoom gatherings, we can be a more effective, focused, and communicative ministry partner to local congregations and the national setting of the United Church of Christ.

And I am blessed to work alongside a dedicated staff who want to make the ministries we together have crafted be relevant and meaningful for the local church. From the financial management resources we can offer for good stewardship to the administrative skills deployed to help our Committees on Ministry keep track of ministerial files, our office staff are dedicated to caring for everyone. And our camp leadership are constantly creating, not just working to

keep the lights on, but we are blessed with leaders on this team who are wholly devoted to expanding our reach, building new relationships and strengthening existing ones, and moving our outdoor ministry sites to even greater vitality in the years to come.

I recognize there is still much to be done. In times of transition it often feels overwhelming and that we're not moving fast enough, but I can assure you that I see us moving with great care and expedience to step into the new thing that God is up to in the Pacific Northwest Conference in all the ways just described and so many more!

In the coming months I will endeavor to continue being part of these good works, asking our leaders at every level to answer three simple questions:

- What is our purpose?
- What is our plan?
- What are the measurable outcomes we seek to achieve by working the plan to live into our purpose?

And I believe the answers to these questions will manifest in mighty and wonderful ways. Some will be as simple as updating the website to make resources easier to find and processes simpler to understand. Others involve building sustainable budgets that reflect our values and invest in life and vitality. Still more will involve re-imagining the Search & Call process to reflect current realities and call us to creative solutions that will bind us together more deeply in covenant and mutual accountability.

I will seek to listen more often than to be heard among you, to reflect back what I learn so that we continue to be clearer and more transparent with one another in an effort to align our work to be of greater impact. And I will leave it all on the field because this work is heavy, Jesus reminds us often of that, but the "burden is light" if we undertake it together.

We are the Pacific Northwest Conference of the United Church of Christ, each bringing our gifts as blessing to one another in order to transform the world one faithful step at a time.

May it be so.

## **Rev. Dr. Pam Peterson, Designated Managing Director N-Sid-Sen Camp and Conference Center**

From the prophet Isaiah we hear these words, "Do not fear, for I am with you; do not be afraid (or dismayed), for I am your God; I will strengthen you; I will help you; I will uphold you with my victorious right hand." (Isaiah 41:10, NRSVUE) This is the Bible verse that I hear whispered in my ear as I look out over the still, calm waters of Lake Coeur d'Alene.

When I arrived at N-Sid-Sen last year it was with a sense of wonder and courage. What lay before me was the task to transition a wonderful asset into a profound asset. I had a full staff, a small capital budget, and a calendar full of returning guest groups with the hope for our first full summer of events since 2019.

Within 3 weeks our full staff changed to less than half of what we needed. A review of actual costs and capital revealed a deficit that would not be met within the current year. Preparations for summer camp were challenged by lack of staff and appropriate transitions. Future bookings were cancelled due to the need to increase our fees. And through all of this, the determination to rely on our faith rather than give into fear is what remained our greatest strength.

While our numbers for our conference summer camps were low, our campers came away with hope for themselves and the future of N-Sid-Sen. Challenged with inexperienced kitchen and housekeeping staff we learned how to make next year's camp be the camp that we all expect. To

do that, our costs have been adjusted within the budget that we are presenting. While N-Sid-Sen is in deep need of significant capital improvements, we feel that focusing on meeting basic needs is the best choice for now.

We have adjusted our staffing model to better represent the desire and hope for creating that “profound asset” that I mentioned in my opening. Rather than paying a full-time maintenance person we have shifted to a property and events management model. Rather than paying a full-time chef we have shifted to sourcing out our kitchen for the summer season and will continue to rely on local caterers for the shoulder seasons. We have been fortunate to find local contractors, housekeepers and dishwashers to step in where needed, thus reducing the cost of providing housing for our staff.

This year’s summer theme, “Linked by Love,” is what will carry us into the future. We are committed to building relationships with our community and our churches, linking ourselves together through a deep love for our faith and our traditions. While we learn how to better market and maintain our profound asset of N-Sid-Sen, we will continue to lean on our faith and not be reduced to a fearful people of little hope.

Thank you for the continued opportunity to serve God and the Pacific Northwest Conference of the United Church of Christ in this profound ministry.

Rev. Dr. Pamela Peterson, Designated Managing Director of N-Sid

## Mark Boyd, Managing Director Pilgrim Firs Camp and Conference Center



It has been a very busy year at Pilgrim Firs. Your staff have been working hard and having fun.

In 2023-2024 we saw,  
2700 folks came to camp.  
For 70 different events.  
From 37 different partner groups.  
Including 25 PNCUCC events.  
And 17 new or returning events.

New partner groups included.  
Montana Mayflower UCC Youth  
Samoan UCC Women  
Trainers  
PNCUCC Board of Directors  
Puget Sound Folk Harp Society

Returning Events included,  
Planned Parenthood Teen Council  
Our Whole Lives (OWL) Train the  
PNCUCC Jr-Sr High Midwinter  
NW Women’s Music Camp

## Drum Workshop

### PNCUCC Churches New or Returning

St Paul's UCC Ballard  
Bellevue 1<sup>st</sup> UCC Youth  
Samoan UCC Women  
Fox island UCC (coming in May)  
Suquamish UCC (coming in May)

Of course, none of this could have been possible without the support from the conference and our churches.

Before this fiscal year is over, we will have 2 different work/action camps.

March 25-27 Mon-Wed

April 12-14 Fri-Sun.

Don't worry if you missed these, just look at our website for more opportunities. [www.pilgrim-firs.org](http://www.pilgrim-firs.org)

### Holden Village Work Exchange

We have begun a work exchange program with the fine folks up at Holden Village. This spring they are doing a major remodel in their kitchen and some of their year-round staff will be joining us for a week to assist with kitchen and maintenance projects in April. We are exploring other dates for our staff to go to Holden Village.

### Maintenance Projects and Improvements in 2023-2024

Deep cleaned and painted interiors of more cabins.  
Added drip irrigation to the Pride Garden and added 2 outdoor drinking fountains.  
Finished septic maintenance in all buildings.  
Painted and updated lighting in all bedrooms in South Lodge  
Repaired or updated electrical outlets in kitchen.  
Repaired roofs on Office/Shop and Cabin 8.  
New improved internet with Verizon

### Who's Coming to Pilgrim Firs in 2024-2025?

1) You! Check out our events page to select the ways you want to come to camp.

2) The Return of PNCUCC Kid's Camp at Pilgrim Firs. June 14-16, 2024  
<https://pilgrim-firs.org/calendar/2024/6/14/pnc-kids-camp>

3) A new Youth Camp, You and Me Camp at Pilgrim Firs June 14-16, 2024  
<https://pilgrim-firs.org/calendar/2023/10/28/pncucc-you-amp-me-camp-kindergarten-to-2nd-grade>

4) Subud Pacific Northwest returns to Pilgrim Firs in November 2024.

Subud is an international, spiritual association of people of all nationalities, all beliefs and faiths, and all cultures, with a common aim: to improve ourselves as human beings through our worship of God.

5) Owl All Ages Training returns to Pilgrim Firs in November 2024. Keep an eye out for more information coming on this event.

### 2024-2025 projects

New path and Labyrinth Lighting  
Updated Wardrobes in Huckleberry  
South Lodge main room painted.  
Lake weed control project

Serenity Garden Pagoda  
Water lines in greenhouse  
Trail Restoration  
Cabin Bathroom upgrades.



Where can we expect to see you?

# From the Board of Directors

## Moderator's Report Indigo Brown

I am pleased to present the Moderator's Report for our Pacific Northwest Conference's Annual Meeting. This report highlights our progress, challenges, and initiatives as we continue to strengthen our community and advance our mission.

Despite our ongoing efforts, we have not yet found an Intentional Interim Conference Minister of Ministry (IICM). The search for this crucial position continues, and we are committed to finding the right candidate who aligns with our values and vision for the conference. We have prioritized building strong relationships within the board and all committees to foster collaboration, communication, and unity. By working together effectively, we can better serve our members and fulfill our shared goals.

This year has seen significant transition in leadership roles within our conference. Despite these changes, we are steadfastly moving forward with faith and determination, guided by our commitment to serving God and our community.

To bridge the gap during the search for an IICM, we have appointed Rev. Phil Hodson as the Acting Conference Minister. Rev. Hodson brings valuable experience and dedication to this role, ensuring continuity and support for our conference's ministries.

As we consider the future of the conference minister position, we are exploring creative solutions to ensure that this role aligns with the evolving needs of our community. We are committed to finding a sustainable and effective way forward that serves the best interests of all involved.

Throughout this year, we aim to prioritize and enhance connection time for all members throughout the conference. By fostering stronger relationships and communication channels, we can deepen our sense of community and support each other in faith and fellowship.

In conclusion, I want to express my gratitude to all churches and their members, leaders, volunteers, and staff for their dedication and commitment to our PNCUCC conference. Together, we are navigating challenges, embracing change, and moving forward with resilience and following the Spirit. Thank you for your unwavering support.

As we continue on this journey together, let us remain united in purpose, prayerful in spirit, and supportive of one another with compassion. May God guide us as we seek to strengthen our community, serve others with love, and grow in faith. Blessed be.

## Board of Directors Report Rev. Esther Sanders, Vice Moderator

The Board of Directors typically meets on the first Tuesday of the month on Zoom. We do a check-in and open with devotional and/or prayer, we then review the minutes from the previous meeting and hear reports from our Acting Conference Minister, our Camp Directors and our Accountant. We then address any business items to be discussed and or voted on, including any reports or action items from committees. Below is a summary of Board activities in addition to what is typical for each meeting.

May 2023: We welcomed new Board members and Jonna, our new Acting Conference Minister. We discussed the Annual Meeting, what went well and areas for improvement.

June 2023: The Board met twice. The first mtg. for our monthly agenda when we discussed the need to have some training as a Board for those new to the Board and to build trust. The second mtg. to hear from National Staff what is needed to do a national search for an Intentional Interim Conference Minister (IICM) and to vote on committee members for this search.

July 2023: We met at a later date due to Synod. We approved the cost to replace the Director's home roof at N-Sid-Sen. The IICM Search Committee (IICMSC) reported they narrowed to two candidates they are interviewing.

August 2023: Due to vacations, we met on the 29th. We heard N-Sid-Sen was still searching for a cook. The IICMSC's final candidate declined the position; the search will begin again. The Board retreat is November 3-5, 2023 at Pilgrim Firs. It was decided not to meet in September due to our late meeting in August and early one in October.

October 2023: The IICMSC has more candidates they will narrow down. Jonna raised the awareness of a lack of communication between committees and the Board. Board members were also assigned staff members to check in with regularly due to having a part-time Conference Minister.

November 2023: **Retreat**: We partook in team-building exercises and established a covenant. We then made plans to fill Board vacancies, assigned each committee a Board liaison, established subcommittees for bylaw revisions and review of our guiding vision then moved the two churches in Heartland to the Southeast to balance representation. **Meeting**: We heard donations to the Conference and our investment returns were down. We heard expenses were up from the summer at N-Sid-Sen with a plan from Pam to change it for next year. Personnel Committee reported they extended Jonna's contract to January 31. The IICMSC were interviewing two more candidates. We approved cost of repair for N-Sid-Sen's Forester fireplace and chimney.

December 2023: We elected and welcomed new Board members. We discussed our guiding vision and how vital listening is in our Conference. The IICMSC has one more candidate to interview and hopes to bring a name. Special Board meeting took place to interview and approve the candidate and Personnel created a package and the candidate decided to go a different direction.

January 2024: IICMSC has no candidates from national. Discussion took place about the challenge of finding an IICM. Special Board meeting took place to interview and approve Phil Hodson as Acting CM for six months starting February 1, 2024

February 2024: Welcomed Phil Hodson, Acting CM. Heard about freeze issues in both Huckleberry at Pilgrim Firs and the Shower House at N-Sid-Sen and approved repair expenses for what insurance does not cover. Approved contract with Upper Crust Food Service for summer cooking and food at N-Sid-Sen.

March 2024: We met twice due to discussion of the upcoming budget and hoping for all Board members to have their questions answered in order for it to be approved. Some adjustments and clarifications were made before approving the budget. The IICMSC will not have more profiles forwarded until the job description is updated for national.

Overall, the Board is aware the Conference, as a whole, needs improved communication and there are many sacred conversations and much listening to have. We welcome prayers, ideas and questions. In the year ahead, we are hoping to bring suggestions for By-Law revisions to better reflect how the Conference operates.

Thank you for your patience with us as our Conference continues to have transitions in our Conference Ministry leadership.

In Christ's Grace,  
Esther Sanders, Vice Moderator



# Treasurer's Report

## Diana Kelsey Kutas

The Pacific Northwest Conference leadership has been, and will continue to be for the near future, in transition. Rev. Mike Denton left in Sept 2022 after serving as Conference Minister for 13 years. Rev. Dr Courtney Stange-Tregear became Acting Conference Minister after Mike's departure and then left in April 2023. Rev. Jonna Jensen began her tenure as ½ time Acting Conference Minister in May 2023 and recently ended her time with our Conference in Jan 2024. Rev. Phil Hodson began his tenure as full time Acting Conference Minister in Feb 2024. Mark Boyd transferred from Managing Director of N-Sid-Sen to Managing Director of Pilgrim Firs in Dec 2022 and Rev. Dr. Pam Peterson joined us as Managing Director of N-Sid-Sen in April 2023.

I point these events out to provide some background, context, and the impact these changes have had on our conference and camp financial operations and budgets.

The Conference Fiscal Year 2024 began June 1, 2023 and ends May 31, 2024. The upcoming Fiscal Year 2025 begins June 1, 2024.

Conference Ministries is expected to turn a small Operating Profit this fiscal year, primarily as a result of the ministerial personnel changes. This is compared to a (\$93k) loss in FY23. Revenues are relatively the same this fiscal year as last.

Pilgrim Firs is expected to have an Operating Profit of \$83k this fiscal year vs a loss of (\$12k) in FY23. Pilgrim Firs has clearly benefited by having Mark Boyd as the Managing Director and who knew the camp operations and our Conference well.

N-Sid-Sen is expected to have a substantial Operating Loss this fiscal year, in the neighborhood of (\$163k). This is compared to a loss of (\$43k) in FY23. The operating environment at N-Sid-Sen is very challenging. Getting sufficient numbers of qualified and capable employees has been especially challenging this year and higher employment and food costs have been the result. Furthermore, we hoped (and budgeted) for UCC summer campers to return to pre-pandemic levels and that did not happen. UCC Summer camping was 68% of pre-pandemic levels in FY24. In addition, our ability to attract additional outside groups to attend camp has been met with multiple and material challenges. Managing Director Pam Peterson is working hard and creatively to turn around the losses. She expects improving results for FY25.

Fortunately, our cash position remains solid as the losses at N-Sid-Sen have been offset by the operating improvements at Pilgrim Firs and Conference Ministries.

A couple of other points of note. We will be conducting our first review of our accounting books and records in ten years. While we are not anticipating any issues, it is prudent management practice to periodically conduct reviews of this nature. We also took the step this past year of reallocating about ½ of our funds at United Church Funds from a Balanced Fund to a Beyond Fossil Fuels Balanced Fund. Past performance of these two funds is similar and this move is in line with our Conference values to be good stewards of our planet.

We continue to be very appreciative of the OCWM giving of our Conference churches. Without your giving, operating the Conference successfully would not be possible.

Respectfully submitted,  
Diana Kutas, Treasurer

## **Unity Ministry and Mission Fund (Anti-Racism Fund)**

### **Indigo Brown, PNCUCC Moderator**

We are pleased to present the Unity, Ministry and Mission Fund report for this year's Annual Meeting. Formerly known as the Antiracism Fund, this resource serves the ministers, ministers in discernment (MID), and BIPOC churches, supporting their professional development,

administration, camp attendance, events, and more. The fund has undergone a transformation to better reflect our mission of unity, inclusivity, and support for communities of color.

Policies and procedures have been established to ensure the effective management and longevity of the fund. These guidelines aim to maintain transparency, accountability, and sustainability in the allocation of resources.

As this fund moves forward, we will maintain financial assistance for ministers and churches of color to further their missions. In addition, there will be regular reviews, as well as evaluation and updating of policies to adapt to changing needs and ensure the fund's presence for years to come. With intentionality, we hope to strengthen relationships with ministries and communities of color to the conference through active engagement and support.

The Unity Ministry and Mission Fund has made strides in supporting ministers and churches of color, fostering unity, diversity, and inclusivity within our church community. We are committed to upholding these values and look forward to continuing our mission of unity through this fund.

Thank you for your ongoing support and dedication to this important ministry.

# Committee Reports

## Church Development Committee

Rev. David Schoen, Acting Chair

“The Church Development Committee shall seek to initiate and/or support the formation of new church communities and the transformation of existing church communities....The committee’s primary duties are to consult, assist, and provide funding in partnership with those involved in church formation or transformation.” Pacific Northwest Conference Bylaws

### **Building Relationship with Congregations Seeking Affiliation and New Churches in Formation**

The Pacific Northwest Conference has the tremendous opportunity of receiving churches seeking affiliation with the PNC/UCC as well as the formation of new congregations. This past year CDC has had the pleasure of working with several congregations. In September Dawn Koloï and Karen Nooney from CDC along with Morag Stewart from COM-E traveled to Anchorage Alaska to meet with three congregations seeking affiliation as well as a new church community in formation. We are glad that after more conversation and covenant making, First LMS (London Missionary Society) Christian Church of Anchorage and The Christian Worship Center will be joining our conference and received at Annual Meeting. We also are building relationship and covenant making with two congregations here in Seattle, Seattle #1 Samoan Church in Seattle, and Seattle #6 Samoan Church in Kent which we expect to be joining our conference and received at Annual Meeting.

In Anchorage, Follow the Star is a new community of faith being formed and in discussion with our committee about becoming a church in discernment in the PNC/UCC. While in Alaska, Karen, Dawn, and Morag met with Rev. Bill Maury-Holmes and some members of Follow the Star community. CDC seeks to support **Ministry Leaders in New Contexts**. This spring we are inviting those who are serving in non-traditional settings to create a cohort of ministry leaders.

Building relationships with new affiliating congregations does not end once a congregation has been received. We are reviewing how we continue to strengthen relationship with new churches after being welcomed in the conference.

### **Supporting Congregation engaged in Anti-Racism and Community Engagement**

The vitality of congregations in our conference is strengthened by congregations witnessing for justice, addressing racism, and building community collaboration. With \$125,000 from CDC designated funds and the Strengthen the Church offerings, we initiated ARCE grants in 2023 to support congregations engaged in Anti-Racism and Community Engagement projects. Since the spring of 2023 CDC has supported thirteen (13) congregations with ARCE grants totaling \$76,200.

Here is just some of what ARCE Grants have supported:

- Sunnyslope Church in Wenatchee sponsored interactive community training of justice for Indigenous Peoples, including an analysis of the doctrine of discovery with an emphasis of seeking repair and joining with Indigenous communities as they as they organize for the survival of all life.
- First Congregational Church in Bellingham provided opportunity for all who want to examine racism, including their own, and engage in exploration of how racism toward Black, Indigenous, immigrant, and LGTBQIA2S+ peoples as well as Jews and Muslims plays-out in the church community.
- Lummi Island Congregational provides hospitality to community residents to address the pandemic of loneliness and isolation with weekly Elderberries meals for island seniors, weekly coffee time and monthly meals for all community members.
- Guemes Island Community Church UCC created an Art Gallery with art shows focused on environmental issues and local artists’ interpretations of social justice. And offered a

Summer Camp to further knowledge about the environment, land stewardship and the role Indigenous People have played on Guemes Island.

### **Strengthening Relationships with the local Samoan Districts' Congregations**

Last summer, several of us from the Committee on Ministry, Church Development Committee and Rev. Jonna Jensen (online) met with the local Samoan District pastors, spouses, and church leaders in an engaging and uplifting gathering. We met 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 gathering strengthened our communication, understanding and relationship with each other.

One outcome of the gathering with the Samoan Districts was a **Samoan Language UCC Polity** course held here in Seattle in November. The week-long Polity Course was taught in Samoan by the Rev. Elder Tauoa Head, the executive of the United Samoan Ministries of the UCC. Fourteen ministers from Samoan congregations in Washington, Alaska and elsewhere came together for more than 33 1/2 contact hours of UCC History and Polity. This course was coordinated by the Samoan Seattle District in conjunction with the PNC Committee on Ministry and supported by CDC with a grant from the **Strengthen the Church fund**.

### **Strengthening PNC Congregations through Strengthen the Church Offering**

Your donations to the UCC Strengthen the Church (STC) Special Mission Offering are used here in our conference by the CDC to fund the grants to congregations for Anti-Racism and Community Engagement projects as well as supporting the UCC Polity and History course for Samoan Pastors. In this fiscal year twenty-six congregations and two individuals contributed \$16,147 to the STC Special Mission Offering including a generous Legacy Gift from the Eastgate Congregational UCC. Thank you for your contributions. Plan now to receive the Strengthen the Church Special Mission offering on Pentecost Sunday, May 19 or sometime in the Pentecost Season.

**Your gifts to Strengthen the Church make an impact in our congregations, conference, and communities. Thank you!**

Members of the Church Development Committee

David Schoen (acting Chair), Danette Koloi, Karen Nooney, Emily Tanis-Likkel, Davi Weasley

## **Committee on Ministry**

**Rev. Cameron Sharp, Chair of COM-West**

**Morag Stewart, Chair of COM-East**

COM-W cares for the clergy, MIDs and Lay Ministers on the west side of the Cascades. E-COM cares for the all the Ministers and ministries on the east side as well as the state of Alaska. We have had a year of joyful Ordinations, transfers into and out of our Conference as well as a wonderful uptick in covenantal solidarity. While is it not a requirement currently for all clergy to be in Covenant with their local church (whether they are the Pastor, retired clergy, in specialized ministry, Exempt Standing or between calls) a Covenant is available. If this is something you are interested in creating, there are templates available.

We celebrated the Ordinations of these new Ministers:

- The Reverend Jennifer Castle - April 23, 2023
- The Reverend Rachel Haxtema - September 24, 2023
- The Reverend Steve King - January 27, 2024

Compensation Guidelines were updated for 2024 and posted on the PNC Website.

Our Whole Lives curriculum (OWL) was granted the designation of "Endorsed by the PNC COM".

Annual Information Reviews, which are required for on-going Authorized Standing in the UCC and PNC have been coming in. Those who have not yet filled one out and submitted it, please submit it to the office [arlene@pncucc.org](mailto:arlene@pncucc.org)

We have focused on Anti-Racism Training every month in the COM-W. Some of our learnings have also focused on understanding the Asian, Samoan and Marshallese Cultures. We have also been challenging ourselves to find biases and colonialism in ourselves and our committee.

A new requirement to maintain Authorized Standing in the PNC is being crafted. In keeping with the Conference's Anti-Racism stand, all Ministers with Standing in the PNC will be required to attend an Anti-Racism Training in an every-three-year cycle. Details of the new requirement will be sent by mail to all Authorized Ministers in the PNC. Those who submit an approved Certificate of Completion dated in the past two years will receive credit for the training.

Thank you for the support you have given you COM. We work diligently to serve God, our UCC and YOU.

Respectfully submitted by the Committee on Ministry Co-Chairs,  
Rev. Dr. Cameron M Sharp Ph.D., M. Div. COM-W  
Morag Stewart, Ph.D., E-COM

## **Global Ministries Committee**

### **Cory Passons**

Between November and December of 2023 there was extensive recruitment for persons to go on the Pilgrimage to Colombia planned for February 2024. However, the pressures of planning for our mission guests in April of 2024 made planning for a trip to Colombia untenable and it has been rescheduled for later in 2024, date tbd. Currently the work of the subcommittee is entirely about planning for receiving our two mission guests (described below). The Global Ministries Committee has divided into sub-committees: Communication - providing promotional materials; Language - securing translators; and Logistics - planning visits in congregations and communities in our Northern Lights Region and in the Pacific Northwest Conference. As this work proceeds we want to name that there are openings on our subcommittee for both UCC and DOC people.

Some background on the last year...(via co-chair Rev. Mary Olney-Loyd):

On December 5, 2023 those attending the zoom with our Columbia Partners learned that Angel Rivera Agosto was resigning from his position as Global Relations Minister for Latin America and the Caribbean. He is leaving Global Ministries to care for his parents who are ill in Puerto Rico. His employment with Global Ministries ends December 31, 2023. Angel has a new position and will work remotely from Puerto Rico. He and his family will move to Puerto Rico in 2024. We have worked closely with Angel and we will miss his support and guidance! Global Ministries is working to recruit a new person for this position.

In December we also learned via email that Martin Nates did not have a Visa to enter the USA and would probably not receive a visa to the US. As a result of that conversation, we have invited Xiomara Maldonado Lizardi, one of our mission co-workers to visit us, along with Pablo Moreno, from CEDECOL's Peace Committee (CEDECOL is the Evangelical Council of Churches in Colombia). Xiomara works with Justapaz, doing work with women's issues and internally displaced persons. Pablo Moreno works with the Peace Committee of CEDECOL as well as being a seminary professor in Cali. Pablo Moreno has a US visa; Xiomara Maldonado Lizardi is from Puerto Rico, and thus has a US passport. Both of these amazing people will be traveling to our region to attend the Annual Meetings of the PNCUCC and the DOC Northern Lights Conference in late April.

# Ministry Resources Committee

## Jenn Hagedorn

The Ministry Resources Committee is building back into the role envisioned for it in our bylaws. Last year was marked by a more collaborative and relational approach to seeking new leaders to serve on conference committees. This year we have continued to widen the outreach net by calling each congregational pastor for input and hosting a conference-wide “interest session” on Zoom. In the coming years we hope to continue to build out the capacity of the MRC by creating more pathways for people to enter conference leadership— especially for people who are interested in serving for the first time.

Like so many places in church life, the Ministry Resources Committee has witnessed firsthand both the energy and person-power limitations facing congregations, as well as the way the Spirit is moving to meet this new, innovation-demanding season of church life. One of the places of generative tension is the commitment our conference has made to anti-racist work, and the question of how we are truly developing leadership committee members to engage in that vision. Members of the MRC have been more intentional about making anti-racism competencies a part of our conversations with prospective nominees in committees where anti-racist work is an active conversation. However, we have a long way to go in developing a collective analysis and plan for how we are setting up all conference committees to deeply engage in this work.

Last year, the Ministry Resources Committee did not nominate a slate for service on Justice and Witness Ministry. This committee is key to the structural and relational integrity of the conference, and while it appeared to be functional on paper, it had not met in several years. In the last year, leadership has re-engaged, and we expect the committee to be re-birthing at Annual Meeting 2024. There are two active taskforces that may now reassociate with JWM, although it should be noted that the role of “taskforce” may be too limited for their current scope of work. The Educational Ministries Committee (which is currently stipulated in our bylaws) remains on hiatus at this time.

The Ministry Resources Committee remains committed to engaging the conference energy, talents, and vision grounded in abundance. This is an exciting time to be a part of the changing life of church and we have great hope in what is possible when we bring together wisdom, experience, and fresh creativity with the movement of the Holy Spirit.

# Personnel Committee

## Wendy Blight, Co-Chair

Over the past year, the Personnel Committee has met monthly with the Acting Conference Minister to tend to personnel-related matters. During this season of change within our Conference, the Committee has done its best to address practical issues as they arise while staying attentive to overarching themes impacting the Conference.

There were several changes in Conference staff over the course of the year. Rev. Jonna Jensen replaced Rev. Courtney Stange-Tregear as Acting Conference Minister at the Annual Meeting last April. After nine months of service, including an extension, Jonna retired at the end of January 2024 and the Board hired Rev. Phil Hodson as the new Acting CM. Mark Boyd, having moved to Camp Director at Pilgrim Firs, was replaced by Rev. Pam Peterson as Camp Director at N Sid Sen. Each of these transitions involved the Personnel Committee. Exit interviews were conducted with the outgoing Conference Ministers. Work agreements with new employees were reviewed, including salaries and benefits, to ensure alignment with the Conference Personnel Policy Manual and Conference Guidelines. The Committee also ensured that a current job description was shared with each new employee. All documents were filed with the Conference office. Evaluations were not done due to turnover in the Acting CM position.

During this extended period of transition in the Conference Minister position, the Personnel Committee has attempted to smooth the transition from one minister to the next. Pertinent information such as highlights of an exit interview and high-level personnel issues have been shared with the Board of Directors. Regular communication between our Acting Conference Ministers and the Personnel Committee has been the central aspect of our work this year. We have seen our role as one of support to the conference minister and as a resource in personnel-related matters.

Tasks completed:

- Onboarding of new Personnel Committee members, Robbie Gilchrist and Mar Robertson
- Completed job description and call agreement for Intentional Interim Conference Minister
- Updated job description for Personnel Committee members, shared with Ministry Resource Committee
- Received Board of Directors approval for updates to the Personnel Manual: clarifying marijuana use for State of Idaho employees is prohibited by law; allowing employees the option to take an early withdrawal or loan of money from their Pension Board funds

Wendy Blight, co-chair, continues to represent the Personnel Committee on the Board of Directors and we are thankful for her intelligent and thoughtful leadership. Other members of the Personnel Committee include Robbie Gilchrist, Rev. Jamie Kepros, co-chair, Rev. Ryan Lambert, and Mar Robertson, whose combined contributions made this committee a pleasure to work with this past year.

## Stewardship Committee

This past year has been a difficult year for Stewardship. The Stewardship Committee is supposed to have 12 members according to the bylaws. The committee has only 7 active members. Most of these members are numbers people by training. Therefore, most of the focus this year has been on reviewing financials, updating financial policies and budget preparation.

The end result is fund raising efforts have been challenging, sporadic and insufficient. To achieve the budget fundraising targets in FY 2025, more Stewardship members are needed with fundraising abilities and backgrounds.

Many thanks are given to all the members of the Stewardship Committee for their efforts this past year.

# Other Reports

## Pacific Northwest Conference News

Mary Stamp, Editor

For 2023-2024, editing the PNC-UCC News has been a challenge with the leadership transitions, but it has been refreshing to cover the many ways the conference and its congregations continue in their ministries. The goal is for articles to build awareness and relationships among the PNC congregations and demonstrate our resilience through this time. We introduced Pam Peterson, managing director at N-Sid-Sen, Jonna Jensen, acting conference minister, and new board leaders. The Spring edition will introduce Phillip Hodson as he takes over as acting conference minister. Each issue includes communications from the conference staff and committees to keep people connected and informed about resources available. With staff turnover, we have kept people attuned to the new staff and the search process.

We regularly highlight stories about our camps—new summer staff at N-Sid-Sen, the many groups using Pilgrim Firs, and experiences at specific camps. We keep up with Global Ministries, reporting on Leda Zakarison as a global mission intern in Beirut, and the ongoing connections with the global partners in Colombia. We cover the work of other PNC committees in News Briefs and features.

Articles on churches and clergy have included Magnolia Service Sundays and covenant ministers; Gathering Ground at University Congregational UCC; Sophie Morse's conflict resolution ministry; Pride Parades and vandalism of church's expressions of solidarity with the LGBTQ community; Jermell Witherspoon's ministry at Liberation and Everett; Pullman's "We're with the Banned" quilt to challenge book banning; Guemes Island's Social Justice Art Show; Dee Eisenhower at Eagle Harbor welcoming Pia the Peacemaker at Bainbridge Island; two pastors at the Parliament of World Religions and Tolt's food pantry and clothing bank.

We're publishing PNC-UCC News online at our own url: [pncuccnews.org](http://pncuccnews.org). Recently we moved the folder on the server, so clicking on [pncuccnnews.org](http://pncuccnnews.org) now goes directly to the website. We share links to it through emails to the PNC congregations, clergy and committees, through Facebook and the Google Group email listserv. Our expectation is that those receiving the information will pass it on through their congregations.



# Resolutions

## **Adding Antiracism Continuing Education Requirement for Pacific Northwest Conference Staff and Board of Directors**

### **PREAMBLE:**

This resolution calls on the Pacific Northwest Conference of United Church of Christ (PNCUCC) to commit to antiracist analysis and praxis in all aspects of Conference life through regular continuing education for Conference leadership. We recognize that antiracism is not an identity, but a set of beliefs and behaviors that must be renewed and refined over time. Just as the follower of Christ is never done repenting and turning around from sin, so too is the follower never free from racism but must regularly renew their mind and reorient their life toward the freedom and equality offered in Christ Jesus. This requirement will not end racism; this is a small step towards a shared commitment to see, address, and dismantle white supremacy and racism within our Conference, starting with our leadership.

### **BIBLICAL, THEOLOGICAL, AND ETHICAL RATIONALE:**

All people are created equal (Genesis 1:26-27, Proverbs 22:2, Job 31:15) and beloved by God (1 John 3:1, Romans 5:8).

Human institutions which do not establish practices of repentance create unjust outcomes (Amos 6:4-7, Isaiah 5:8), which allow for belief in innate inequality (Proverbs 17:5, Proverbs 22:7, Matthew 13:12).

The Gospel of Jesus is one of repentance, which requires renewal (Mark 1:15).

As disciples, we acknowledge our incompleteness and need to continually return to our beginner's mind/learner posture (Matthew 3:8-9, Luke 13:1-5, Romans 3:23, Romans 10:12).

Those who teach and lead are held to a higher standard than those they teach and lead (James 3:1).

### **RESOLUTION:**

Whereas, the Creator teaches us to love one another. This means everyone - all colors of humanity, all gender orientations and expressions, all beliefs - without exception;

Whereas, God did not create race, racism, superior groups of humans, and hierarchical and hegemonic social structures;

Whereas, the Nineteenth General Synod, 1993, passed a Statement of Christian Conviction of the Proposed Pronouncement Calling the United Church of Christ to be a Multiracial and Multicultural Church;

Whereas, the Twenty-Fifth General Synod, 2003, called upon the United Church of Christ to be an Anti-Racist Church;

Whereas, the PNCUCC Board of Directors officially adopted Anti-Racism as a priority of the board at their Tuesday, June 16, 2020 board meeting;

Whereas, the PNCUCC, at their Annual Meeting in 2021, revised the Conference Constitution to reflect "a commitment 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;”

Whereas, the PNCUCC Personnel Committee in 2022 committed to revising the job descriptions of PNCUCC Staff to reflect antiracism commitments;

Whereas, the PNCUCC Committee on Ministries (COM) has already explored the path for clergy requirements of anti-racism training as an expectation of our covenantal relationships;

Whereas, adopting an anti-racism training resolution will assist our conference in the hiring and support of Black, Indigenous, Pacifica, Asian, Latinx, mixed-race, and other clergy and staff of color;

Whereas, adopting an anti-racism training resolution will contribute to broader efforts to prepare us all to develop and serve within a diverse church and society;

BE IT THEREFORE RESOLVED that the PNCUCC will require antiracism training for all Conference staff and board members, to be renewed every 3 years. Training will be provided by organizations vetted and approved by the Conference Board, in consultation with the leadership of the PNCUCC Antiracism Fund, the COM, and the Dismantling Racism Ministry Team. All UCC clergy and local moderators are strongly encouraged to attend anti-racism training at their own initiative or to join the trainings offered to Conference staff and Board. Be it further resolved that no funds from the Antiracism Fund be used to cover the cost of these trainings. Funding streams to support Board members' participation will be discerned in conversation with the Stewardship Committee of the PNCUCC and added to the annual budget.

#### SPONSORS:

Wendy Blight, Liberation UCC  
Robert M. Brown, United Church in University Place  
Marilyn Burwell, United Church of Ferndale  
Rev. Andrew Conley-Holcom, Admiral Church  
Rev. Lara Crutzinger-Perry, United Churches of Olympia  
Lin Hagedorn, Spirit of Peace UCC  
Christine Hanson, Plymouth United Church of Christ  
Rev. Rachel Haxtema, Keystone UCC  
Rev. Amy Johnson, Wayside UCC  
Lenore Marentette, All Pilgrims Christian Church Seattle

# Resolution of Witness: Advocating Against Regressive Tax Policy

## Summary:

We, members of several churches of the Pacific Northwest Conference of the United Church of Christ (PNC-UCC) call upon our PNC-UCC annual meeting delegates, churches and partners to stand in opposition to laws and initiatives of Washington, Idaho, Alaska and our nation that support regressive tax policy benefitting the rich and powerful while failing to alleviate oppression of the economically challenged.

Specifically, we call upon the individuals and churches of the PNC-UCC to let it be loudly known that we *OPPOSE*

- Washington's Initiative 2109, which will appear on the November 5, 2024 ballot, and similar anti-capital gains tax initiatives (and other laws enacted that support and further regressive tax policy), and
- Washington's Initiative 2111, adopted into law by the Washington State legislature on March 4, 2024 (and all efforts to limit future possibility of implementing a graduated income tax).

Descriptions and backgrounds on both of these initiatives can be found in the addendum to this resolution.

We must advocate for change that will challenge classist, racist, selfish, unjust tax systems that reward the rich, hurt the poor and participate in a network of systemic efforts to keep the poor poor, effectively prohibiting economic advancement and maintaining segregation within areas with high costs of living.

## Theological/Scriptural Premise

We are the body of Christ in the world today, seeking to live into and out of the teachings of Jesus. As such, we follow Christ, ever-striving for the realm of God realized on earth -- the same realm for which we pray as Jesus taught us: "Thy Kingdom come, thy will be done *on earth* as it is in heaven."

We remember, according to the Gospel of Luke, the mission focus Jesus declared to the gathered faithful, quoting the prophet, Isaiah: "The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to set free those who are oppressed, to proclaim the year of the Lord's favor" (Luke 4:18-19, NRSVUE).

We remember Jesus' parable of the unjust judge, teaching us that persistent, loud voices crying out for justice can wear down systems of oppression (Luke 18:1-8).

We remember Jesus' challenges to the rich to serve the poor with full commitment and investment in the realm of God (Matthew 19:16-26, Mark 10:17-25, Luke 18:18-25) and his powerful words that when we have lived in ways that care for others, we have done it unto him (Matthew 25:31-46).

We remember prophets before Jesus as well:

- The mighty prophet, Amos, who called people out for trampling the poor and taking from them levies of grain (Amos 5:11), who cried out for justice to roll down like waters and mercy like an ever-flowing stream (5:24);
- The prophet Miriam, who stood in the face of oppression and committed herself to life, first for her baby brother, then for her mother, then for a whole people (Exodus 15), and
- The prophet Moses, her brother, who over and over, declared unto Pharaoh, "Let my people go" (Exodus 7,8,9 and 10);
- The prophet Ezekiel, who looked upon a valley of dried up, bleached out, brittle bones and preached, with God's help, of life and societal resurrection;
- And other prophets, including the prophet Jeremiah, who on the brink of exile, bought a field with the Babylonian army camped upon it because even in places of overwhelm,

when armies of greed encroach (and something like tax law feels too big to overcome), you have to start somewhere (Jeremiah 32).

### Argument (Whereas Section)

Whereas decisions to increase sales and property taxes made in lieu of focus on capital gains excise tax and income tax put undo extra economic pressure upon the poor and middle class by taking a much larger percentage of their income than the wealthy,

Whereas the Twenty-ninth General Synod of the UCC in 2013 adopted a resolution Advocating for Tax Reform as Christian Stewardship and Public Duty (13-GS-62),

Whereas, in 2005, the Twenty-fifth General Synod approved the resolution “For the Common Good,” sharing that “the tax code should be progressive, with the heaviest burden on those with the greatest financial means,”

Whereas, in 1975, the Tenth General Synod approved a “Statement on Racial and Economic Justice” calling the UCC to “address the need for just tax reform which recognizes the problem of inadequate income distribution;”

Whereas, in 1969, the Seventh General Synod approved the pronouncement, “Sharing the Cost of Government Fairly,” affirming that “taxes should fall on taxpayers in accordance with their ability to pay” and calling for a number of tax reforms including the elimination of the “present preferential treatment afforded most capital gains,”

Whereas, according to the U.S. Census Bureau’s 2023 reporting, 37.9 million U.S. Americans (11.6% of the population) live in poverty,

Whereas, income inequality continues “to weaken society and destroy the social fabric” (GS 29),

Whereas, we acknowledge that One cannot serve God *and* mammon (and refuse to read that as advice to acquiesce, but rather a challenge to all who pursue wealth by acting from our self-interest, thus choosing mammon over the realm of God revealed on earth,

### Resolution

Be it resolved that the Pacific Northwest Conference of the United Church of Christ stands in opposition to all regressive tax structures in Washington, Idaho, Alaska and across our nation and calls upon our conference members and churches to vote our faith and be vocal in our communities and to our legislators when regressive tax structures participate in systemic oppression.

Furthermore, be it resolved that we see it as our moral and faithful duty to stand together in specific opposition to Washington’s Initiative 2109 and efforts to avoid the implementation of graduated state or local income taxes (such as Washington’s Initiative 2111 passed into law by the legislature on March 4, 2024). We believe that when graduated income taxes are implemented in conjunction with limits and reductions on other regressive taxes, we will take one of many important steps forward in unveiling the just world for which Jesus strived.

### Funding

No funding is being requested. Should funding become necessary or beneficial to efforts aligned to the resolution, the stewardship committee will be approached. We will seek to work mostly electronically, leaning on resources already available to us through our churches.

### Implementation

We wish to first recognize that we are ALL, as the body of Christ, called to be the implementing body if we pass this resolution together.

In service to this body, however, the signers of this resolution will submit suggestions of six individuals willing to serve on an implementation task force to the Ministry Resource Committee.

Commitment to this specific task force will begin as soon as the team is formed and conclude at the end of 2024. After the November 5, 2024 election, heavier focus will be given to potential next steps and overlapping efforts where support can be increased (though these elements will be held throughout the task force's time as well). The roughly 7-month commitment of this task force is by design, meant to encourage participation from those seeking a concentrated commitment and definitive end date as they assess how the commitment might weave together with other present commitments. The shorter commitment is also meant to focus the team on engaging a catalyst role that might prompt increased knowledge, interest and action for ongoing efforts to fight repressive tax structure.

The task force will provide a final report to the board and will debrief at a board meeting if requested.

### Supporting this Resolution

Rev. Leah Atkinson-Bilinski, Fauntleroy Church UCC  
Rev. Dr. Ron Patterson, Fox Island UCC  
Wendy Blight, Liberation UCC  
Rev. Amy Johnson, Wayside UCC  
Eric Johnson, Wayside UCC  
Rev. Dawn Koloï, Samoan Congregational Christian Church - Seattle II  
Rev. Emily Tanis-Likkel, Alki UCC  
Robb Menaul, Fauntleroy UCC  
Rev. Karyn Frazier, Fauntleroy UCC  
Rev. Andrew Conley-Holcom, Admiral UCC  
Rev. Stevi Hamill, Fauntleroy UCC

### **ADDENDUM**

#### Descriptions of I-2109 and I-2111<sup>1</sup>

Initiative measure 2109 would repeal a capital gains excise tax imposed on the sale or exchange of certain long-term capital assets by individuals who have annual capital gains of over \$250,000. Revenue from this tax goes to education. The tax was instituted on January 1, 2022.

Initiative measure 2111 prohibits state, counties, cities, and other local jurisdictions from imposing or collecting income taxes, defined as having the same meaning as "gross income" in the Internal Revenue Code. This measure was passed into law on March 4, 2024, but is presently subject to a veto referendum measure if brought forward with required petition signatures by June 1, 2024. Some question whether this initiative was brought forward to distract lawmakers from other initiatives, and it is questionable whether a veto referendum will be filed. Efforts to secure signatures could be costly and attention drawn to the issue yield attention taken from other matters. We do not feel this should prevent us from making faithful noise about the injustice in which the legislators of Washington state have just participated.

### Background

**I-2109:** After years of efforts to institute income tax failed in Washington state, efforts to implement a capital gains excise tax finally succeeded in 2021. Senate bill 5096 was passed into law (and approved by the state Supreme Court), thus implementing a 7% tax on the sale of stocks, bonds, businesses and other investments if the profits exceed \$250,000 annually. Exceptions include the sale of all real estate, livestock and small family-owned businesses

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<sup>1</sup> [Washington Initiative 2109, Repeal Capital Gains Tax Initiative \(2024\) - Ballotpedia](#) and [Washington Initiative 2111, Prohibit Income Taxes Initiative \(2024\) - Ballotpedia](#)

Lawsuits were filed shortly thereafter, and now wealthy donors have brought forward Initiative 2109 which will appear on Washington's November 5, 2024 ballot. Initiative 2109 would repeal the capital gains excise tax.

Opponents of the capital gains excise tax say it is a type of income tax, and therefore (given the 1934 Washington Supreme Court decision) unconstitutional. Article 14 of the state constitution is often referenced in such opposition. Large efforts are underway to back this initiative and generate voter turnout that will pass it into law.

**I-2111:** In 1932, more than 70% of voters in the state of Washington approved an initiative that would have instituted a state income tax while cutting property taxes in half. In 1933, the Washington state supreme court ruled the law unconstitutional, calling it a nonuniform property tax. In making their argument, the state supreme court pointed to cases of the U.S. Supreme Court that have since been overruled.<sup>2</sup>

The effect of this ruling has been far-reaching. Washington state has regularly been ranked as a state with one of our nation's most regressive tax structures. Presently (as of January 2024), the state ranks 49<sup>th</sup> - the second most regressive state and local tax system in the country.<sup>3</sup> Looking at the other two states of our conference of churches, Alaska sits as the 20<sup>th</sup> most tax-regressive state, while Idaho occupies the 36<sup>th</sup> slot.

On March 4, 2024, Washington state legislators passed Initiative 2111 into law, with bipartisan votes of 76-21 in the house and 38-11 in the senate. Some desired simply to clear the initiative from the fall's ballot slate, noting that it would be a distraction for voters with no real path forward.

While those putting the initiative forward may have intended for the initiative to serve as a distraction, and whether or not a veto referendum measure is successfully put forward, we feel that this recent effort 1) provides an opportunity to heighten awareness around regressive and oppressive tax structures, 2) allows for the UCC and other partners in faith to make some noise about the injustices of local, state and national tax systems, and 3) could be leveraged in creating pathways to just legislation that could ultimately prompt contest and renewed review by Washington's present supreme court.

<sup>2</sup>[Talmadge-Letter-Initiative-1098.pdf \(washingtonpolicy.org\)](#)

<sup>3</sup> [Who Pays? State-by-State Data – ITEP](#)

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# Minutes of Annual Meeting 2023

Minutes of Annual Meeting 2023  
April 29, 2022 @ 8:45am  
First Congregational Church of Bellingham

## **Annual Meeting Begins- Friday, April 28, 2023**

Yesterday, Annual Meeting began with a welcome from Moderator, Rev. Tara Leininger, introduction of guests including keynote speaker Rev. Traci Blackmon and facilitator Rev. Dr. Cheryl Lindsey, and a brief review of our last two Annual Meetings. Other guests included Maria Coyne of the Cornerstone Fund and Rev. Tyler Connoley, Central Pacific Conference Minister. Standing rules, to be voted upon later today, were reviewed and Rev. Dr. Cheryl Lindsey and Rev. Amy Johnson led us in a service of lament.

We then broke into Affinity groups including, “Caring for our Trans, Non-Binary & Queer Youth”, “Antiracist Theology for Majority White Congregations”, “Pandemic Learnings & Remaining Challenges”, and “Small Rural Churches”.

We worshipped together and after a dinner break, heard from Rev. Traci Blackmon on the State of the Church (UCC). A time for Q/A was held and then we ended the evening with a farewell reception for our Acting Conference Minister, Rev. Dr. Courtney Stange-Tregear.

Saturday, April 29, 2023 @ 8:45am

## **Welcome & Worship- Rite of Farewell for Rev. Dr. Courtney Stange-Tregear**

We were welcomed by Moderator, Tara Leininger, and celebrated the ministry of Rev. Dr. Courtney Stange-Tregear with the Pacific Northwest Conference. This service included a rite of farewell to Courtney as she moves on to new ministries.

## **Call to Order**

Tara Leininger, Moderator welcomed us to our sacred space and opened the meeting. She called the meeting to order at 11am.

## **Quorum Met**

Quorum was met with over 126 delegates present at the meeting and representing over 39 churches. We then granted voice without vote to appropriate delegates.

## **Review and Approval of Agenda**

The agenda was brought forth by the Board of Directors and needed no second. The agenda was unanimously approved.

## **Guest Introductions and Delegate Orientation**

Rev. Cheryl Lindsay introduced herself and her role with us as a facilitator- to “pray for and with us”. Her role was as a process guide, not a parliamentarian.

Guests were introduced again for anyone who was not present yesterday.

## **Review and Vote of Guidelines for Communication and Standing Rules**

Guidelines and Standing Rules had been posted online for delegates to look through and were projected on the screen for folks to review during the meeting. They were presented by the Board of Directors and did not need a second.

Folks reminded us to give both our name and church when we speak at the microphone.

The Standing Rules and Guidelines for Communication passed with 125 votes for, 0 against, and 1 abstention.

## **Resolution for Online Communication**

Resolution was posted online and was reviewed by Rev. Sophie Morse, one of the writers of the resolution. It proposed that we should vote to approve online delegates to participate in our Annual Meetings and starting next Annual Meeting, allows online delegates to vote on Conference Business. This would allow equity for delegates whether they participate online or in person.

Several folks brought up questions and concerns regarding voting to approve this resolution including implementation using volunteers, expense issues, hacking possibilities, and equity for those who do not have the internet. Other folks spoke for the resolution, hoping it will “broaden the table”, bring more youth to participate, and bring equity online for People of Color.

Chris Hanson called for the question and it passed with 125 votes for, 1 against, and no abstentions.

We then took a 15 minute technical break so that our tech volunteers could ensure that any folks who wanted to participate online could do so.

It was brought to our attention, after the break, that a delegate was not inclusive and that was against standing rules we agreed upon, yet the Moderator did not correct the delegate.

### **Moderator/Board of Directors Report**

The Moderator’s letter was posted online. Tara thanked the Conference staff including Courtney, Wade, Mark, Arlene, and Andy for all their hard work this past year. She also reminded folks to contact the Moderator, Board of Directors with issues and/or complaints regarding the Conference.

### **Introduction to Rev. Johnna Jensen- Acting Conference Minister**

Rev. Ron Patterson worked with Lee Albertson from the National UCC to find an Acting Conference Minister to help us as Conference until we can search for an Interim Conference Minister. Rev. Johnna Jensen has been a pastor for 26 years and has spent 14 years in wider church ministry.

She joined us online from Iowa, introduced herself, and asked folks to ask any questions or give any suggestions they have for her time with us. She specifically asked what wonderings we had about the in between time (in between Courtney as ACM and us finding an Interim Conference Minister).

### **Dismantling Racism Task Force Report**

The Dismantling Racism Task Force opened with a prayer and then spoke about wanting to reframe last year’s Annual Meeting. They sent a letter to the Board and were invited by the Board to read this letter to us during this meeting, which they did. They were hopeful that we could work together as a Conference to further our efforts of Dismantling Racism within the Conference.

### **Stewardship Recognitions**

Rev. Jim CastroLang recognized the 5 for 5 local churches in our Conferences. There were 25 local churches (including Plymouth UCC in Seattle, which was left out of the original presentation).

He also recognized Eastgate Congregational Church and New Pilgrims for their legacy donations to the UCC and the Conference.

We had an hour lunch break (12:35-1:35pm)

### **Welcome to the Everett Marshallese Church JRD**

Rev. Dave Schoen introduced the Everett Marshallese Church JRD and their pastor to the gathering of Annual Meeting ’23. The choir led us in song and we had a service of liturgy and welcome as they join not only our Conference but the UCC as a whole.

Their pastor Rev. Eldon Kahn and deacon Thomas Juan Lokot spoke to us and shared the Marshallese culture with us through song and presentation of gifts to the hosting church, First Congregational Church of Bellingham.

### **Approval of 2022 Minutes**



The minutes were provided online prior to the Annual Meeting. MOTION to approve the 2022 Minutes was made and Rev. Ron Patterson SECONDED.

There was no discussion, and the 2022 Minutes were unanimously approved.

### **Moment of Silence**

Tara led us in a moment of silence for those lost in the Cleveland, Texas mass shooting.

### **Budget Presentation and Vote**

Rev. Jim Castrolang (Stewardship Committee), 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. They also gave an introduction as to how the budget was created.

Martha added that there is an 8% COLA which was added, they are proposing raising the fellowship dues from \$3 per member to \$6, and that the Minister of Vitality position is currently on hold so that line item is not needed at this time.

### **Conference Ministries Budget**

- Total revenue- \$499,022
- Expenses- \$560,169
- Net-Income Loss- \$16,167

### **Camp N-Sid-Sen Budget**

- Total revenue - \$418,268
- Proposed Expenses- \$484,331
- Net-Income Loss- \$66,063 (we have reserves to cover this amount)

### **Pilgrim Firs Budget**

- Total Revenue- \$650,120
- Expenses- \$675,139
- Net-Income Loss- \$25,019 (we have reserves to cover this amount)

Budget Discussion ensued and folks brought up several questions and concerns.

Folks asked about the Anti-Racism Fund to clarify what makes up the amount in the fund (last year's amount plus this year's and money raised by donations from members and local churches).

It was also mentioned that we clarify that this fund is not responsible for our deficit budget and to make sure that BIPOC folks feel involved in the Conference.

Others wondered how the values we mentioned during last year's Annual Meeting could be put into our budget formation going forward.

It was also wondered if there could be a transportation fund to help pay for a transportation plan to help youth from the Westside of WA get to N-Sid-Sen for summer camp. Mark mentioned that he has driven some folks over, but more funds would be needed. Andy will add this as an option for donation through the Conference website.

### **Vote**

Tara Leininger, Moderator made the MOTION that we follow the Board of Director's recommendation "to accept the proposed FY2024 operating and capital budgets. Because it comes from the Board of Directors, this motion does not require a second.

The budget passed unanimously.

### **Resolution to Change Pronouns in Conference Bylaws**

Rev. Cameron Sharp presented this resolution. It was also posted online before the meeting. It proposed changing where he/she are found in the bylaws that we change it to say they and called on the Conference to recognize the progression of LGBTQ+ pronouns.

The resolution came from a committee and Janet Ott SECONDED. The motion passed unanimously.

### **Speak Outs**

Several folks spoke at the speak outs and announced different events and plugs for their committee including the Church Development Committee, Ministry Relations Committee, Faith Action Network, Interfaith Taskforce on Homelessness, Global Ministries and their hope that members of our partner groups might be able to join us next year, and two events/programs through Plymouth UCC.

Plymouth UCC has been and will continue to participate in the RIP Medical Debt program and with an anonymous donor is inviting folks to donate (with a \$26,000 matching donation.) Rev. Bianca Lovelace is also doing great work with the Poor People's Campaign in our area.

It was also asked if Conference and Committee minutes be posted online as well as job descriptions for our various Conference employees.

### **Camp Directors' Report**

Mark Boyd, Director of Pilgrim Firs, introduced the new Managing Director at N-Sid-Sen, Rev. Dr. Pam Peterson. They each introduced, through a slide show and description of each, several partner groups each camp has and has had throughout the past decade or longer.

Pilgrim Fir's partner groups included but are not limited to Puget Sound Guitar Workshops, Summer Acoustic Music camp, Warrior Pathh, American Banjo camp, NW Stone Sculptors, Pride Garden and Community Picnic, and many local churches.

N-Sid-Sen's partner groups included but are not limited to the Lady of the Dance camp, Inland NW Sufi camp, Eastside Fire District, Quilters groups, Dances of Universal Peace, Casting for Recovery, and many local churches.

### **Presentation of the Nomination Slate**

Rev. Jenn Hagedorn presented an updated nomination slate for committee and Board of Director members. A motion was made and was seconded to approve the slate as is and it passed unanimously.

### **Gratitude and Gifts to Departing Leaders**

Various volunteers for the Conference were invited to come forward to receive gifts and thanks for their as they prepare to leave their roles on committees and the Board of Directors.

### **Motion to Adjourn**

Indigo Brown, the incoming Moderator, made a motion to adjourn Annual Meeting at the close of worship the next day. Tara Leininger SECONDED and the motion PASSED unanimously.

We worshipped together including a ritual of installing new lay leaders and a laying on of hands of those ordained during the pandemic.

Respectfully submitted,  
Jillian Hutton, Scribe