



2021

Annual Meeting Report Booklet

Pacific Northwest Conference
of the United Church of Christ

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Churches of Our Conference

Alaska

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

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

Washington

Anacortes	New Pilgrims Community	Rev. Rebecca Withington
Bainbridge Isl.	Eagle Harbor Congregational	Rev. Dr. Dee Eisenhauer
Bellevue	Eastgate Congregational UCC First Congregational Church	Jillian Hutton Rev. Lisa Horst Clark Rev. Patty Ebner
Bellingham	First Congregational Church	Rev. Sharon Benton Rev. David Weasley
Blaine	United Church of Christ (Cong.)	Rev. Sandy Wisecarver
Carnation	Tolt Congregational UCC	Rev. Stephen Haddan Rev. Cristina Airaghi
Chewelah	Chewelah United Church of Christ	Rev. Jess Peacock
Colfax	Affirmational UCC - Plymouth Cong.	Rev. Lynn Nelson
Colville	First Congregational Church	Rev. Jim CastroLang
Dayton	First Congregational Church	Rev. Marj Johnston
Eltopia	Eltopia United Church of Christ	Rev. Esther Sanders
Everett	Everett United Church of Christ	Pastor Jermell Witherspoon
Federal Way	Wayside United Church of Christ	Rev. Allysa De Wolf
Ferndale	The United Church	Rev. Bobbi Virta
Forks	First Congregational Church	Pastor Warren Johnson, Licensed
Fox Island	Fox Island United Church of Christ	Rev. Janet Matthews
Guemes Island	Guemes Isl. Community Church, UCC	Rev. Sally Balmer
Kirkland	Kirkland Congregational Church, UCC	Rev. Ryan Lambert
Lacey	Church of New Beginnings	Rev. Aleni Tonuao
Lummi Island	Lummi Island Congregational	Rev. Jamie Kepros
Malden	Malden Community Congregational	In Transition
Mercer Island	Congregational Church on Mercer Island (UCC)	Rev. Roberta Rominger
Metaline Falls	Metaline Falls Congregational UCC	Rev. Tara Leininger
Monroe	First Congregational Church of Monroe	Rev. Jane Sorenson
Newport	United Church of Christ	In Transition
Olympia	Community for Interfaith Celebration	Pastor Corey Passons, Licensed
Olympia	The United Churches of Olympia	Rev. Tammy Stampfli, Co-Pastor Rev. Lara Crutsinger-Perry, Co-Pastor
Pullman	Community Congregational UCC	Rev. Steve Van Kuiken
Renton	United Christian Church	Rev. Cynthia Meyer
Richland	Shalom United Church of Christ Central United Protestant Church* Northwest United Protestant Church* Westside United Protestant Church*	Rev. Stephen Gentle, Interim Rev. Kim Fields, Lead Pastor Rev. Miriam Gentle, Pastor 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	Rev. Enoka Gatologi
	Alki United Church of Christ	Rev. Louis Mitchell, Bridge Pastor
	All Pilgrims Christian Church	Rev. Greg Turk
	Bethany UCC	Rev. Angela Ying
	Broadview Community UCC	Rev. Gary Southerton
	Columbia Lakewood Community	Rev. Eddie Gardner
	Fauntleroy Church UCC	Rev. Leah Atkinson Bilinski
	First Samoan Cong. UCC (#1)	Rev. Karyn Frazier, Associate Pastor
	Japanese Congregational Church	Rev. Topelagi Siva
	Keystone Congregational UCC	Rev. Tim Johnson
	Liberation UCC	Rev. Richard Gamble
	Magnolia United Church of Christ	Rev. Lauren Cannon
	Normandy Park Cong. Church	Pastor Jermell Witherspoon
	Plymouth Church, UCC	Rev. Marci Scott-Weis
	Prospect United Church of Christ (Cong.)	Rev. Michael Haven, Specialized Minister
	St. Paul's United Church of Christ	Rev. Amy Hitchens
	Samoan Cong. Christian Church (#2)	Rev. Kelle Brown, Lead Pastor
	Samoan United Church of Christ (#4)	Rev. Kevin Bechtold, Minister of
	Taiwanese Christian Church (UCC)	Children & Families
	University Congregational UCC	Rev. Donene Blair, Minister of
		Community Care
		Rev. Meighan Pritchard
		Rev. Brigitta Remole, Interim
		Rev. Kelekolio Koloï
		Rev. Nofoniga Moi
		Rev. Jerry Chang
		Rev. Catherine Foote
		Rev. Amy Roon
		Rev. Steve Jerbi
Shoreline	Richmond Beach Congregational UCC	Rev. Paul Ashby
		Rev. Dan Stern, Spiritual Director
Spokane	Shalom United Church of Christ	Lay Leadership
	Westminster Congregational UCC	Rev. Andrea CastroLang
Spokane Valley	Veradale United Church of Christ (Cong.)	Rev. Genavieve Heywood
Suquamish	Suquamish United Church of Christ	In Transition
Tacoma	Cong. Christian Church of Am. Samoa	Rev. Tupulua Tagaloa
	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. Cathlynn Law
Walla Walla	First Congregational Church	Rev. Nathaniel Mahlberg
Wenatchee	Sunnyslope Church	Rev. Russell Clark
Woodinville	Northshore United Church of Christ	Rev. David Schlicher
		Rev. Paul Forman, Pastor Emeritus
Yakima	United Christian Church	In Transition

* Indicates an affiliated church.

Conference Transitions

Memorials

B. JoAnne Conard 1932 - October 11, 2020



Beatrice JoAnne Conard was born the youngest in a family of four daughters near All Pilgrims Congregational Church (now All Pilgrims Christian Church) where her father was pastor. Her family moved to California where she finished high school.

She received a B.A. from Occidental College and an M.A. from Berkeley Divinity School. Her career in Christian Education took her to several states including Ohio, Colorado, California, and Hawaii. She returned to Seattle in the mid-1980's and worked at Richmond Beach Congregational Church. For many years she was the coordinator of the Resource Center at the conference office. She was a dedicated volunteer with many organizations.

She is survived by caring nieces and nephews in Washington and California.

Lloyd Van Vactor October 9, 1918 - December 25, 2020



Rev. Lloyd Van Vactor was born in North Dakota, the youngest of five sons, but he grew up in Spearfish, S.D. He graduated from Yankton College in South Dakota, and received a Bachelor of Divinity and a Master of Sacred Theology from Yale University's Divinity School in 1953; and a master's degree from Columbia Teacher's College.

Ordained in the UCC in 1953 in Westport, Conn., Rev. Van Vactor served briefly in eastern Montana. From there, he served in the Philippines with the United Church of Christ of the Philippines. Beginning in 1969, he led Dansalan College in the Muslim city of Marawi, during a tense military occupation. In March 1979, he was kidnapped and was freed 20 days later during which time his wife of 27 years and missionary partner, Maisie Dorland Van Vactor, died. Following a brief hiatus, he continued as president of the college.

In 1981, he married Myra Florendo. They moved to New York City, where he served with what is now the Common Board for Global Ministries. In 1992 he retired in our conference. He was an active member of Northshore United Church of Christ in Woodinville. He was a chaplain and volunteer.

In addition to his wife Myra and sons Norman (Lynn) and Ross (Patty), survivors include 9 grandchildren and 6 great grandchildren.

Merlyn Bell 1938 - January 22, 2021



Merlyn Bell was born in 1938 to parents Wendall and Madeline, in Ashland, Kansas.

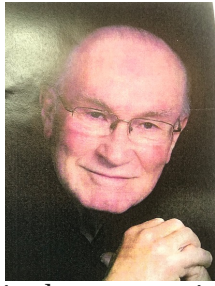
Merlyn received her degree in sociology from the University of Kansas in 1961 and her master's degree from the University of Washington in 1963. Merlyn was a sociologist and analyst in the field of criminal justice. She worked for Battelle, the United Church of Christ, and King County. She dedicated her life to issues around social justice and mental health. After retirement, she continued to advocate for the mentally ill and homeless in Seattle.

She married Bill Matthews in 1958 and had two daughters, Lynn and Sarah. They divorced when their daughters were teenagers.

In 1978 she and Maury Bell married, and she gained four stepchildren, Deborah, Andy, Penelope and Johanna. She was preceded in death by her parents, and her husband.

Merlyn loved to travel around the world, spend time at the Oregon coast and Lake Chelan with family, garden, and read books. She is survived by all 6 of her children, 10 grandchildren, and 7 great-grandchildren.

Delbert Elliott January 31, 1937 – February 2, 2021



Rev. Delbert Elliott was born on January 31, 1937 in Washtucna, WA to Emily Winn and Albert Elliott. He married Aubrey Bernice Wilbur in 1958. They were blessed with three children: Christina, Sherri, and Stephen. He received a BA from Northwest Christian College, followed by his ordination by the Christian Church, Disciples of Christ in 1959. He was called to serve Jefferson Street Disciples of Christ in Spokane. He also served at First Congregational Church in Aberdeen; St. Andrews in Kent; and as a chaplain for Echo Glenn Juvenile Facility.

Rev. Elliott accepted a call to St. Paul's UCC in 1971 where he served for 27 years until 1998. It was at St. Paul's that he established a loving and lasting legacy in the community because of his welcome and support to various 12-step groups. In addition, he was at the beginning of what was then a new revolutionary program called "Operation Night Watch." He shepherded St. Paul's through the open and affirming process.

Following a divorce, Del married Mary Jane Gregory in 1979. In retirement, he and Mary Jane traveled the country in their motorhome.

In addition to his three children, he leaves behind four grandchildren and three great grandchildren.

Clergy New to Our Conference

Trina Banks was ordained October 3, 2020. She is a member at United Churches in Renton.

Stephen Gentle is the interim pastor at Shalom UCC in Richland.

Jenn Hagedorn was ordained on February 28, 2021 to serve at Spirit of Peace UCC.

Steve Jerbi, has been called by University Congregational UCC.

Janna Born Larsen is a specialized minister. Her membership at First Congregational Church in Bellingham.

Emily Linderman was ordained on May 17, 2020. She is a member of Liberation UCC.

Sophie Morse is a member of Suquamish Congregational Community UCC. She was ordained on November 8, 2020.

Randall Mullins transferred back to our conference in July 2020.

Jess Peacock was called by Chewelah UCC and ordained on February 20, 2021.

Newly Retired Clergy

Stephen Eriksen has retired from ministry at Shalom UCC in Richland on January 1, 2021

Beth Plumbo retired from chaplaincy work in June 2020. She is a member of Westminster Congregational UCC.

Diane Schmitz, is a member of Everett UCC.

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 Minister of Ministerial Accountability at the national office.

Jennifer Barber-Rupp is a hospice chaplain with CHI Franciscan and a member of Fox Island UCC.

Kelsey Bebee is the executive minister of Dancing Pastor Ministries serving in the Wisconsin Conference.

Jennifer Butner is a chaplain at Children's Medical Center, Seattle. She is in covenant with University UCC where she is a member.

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

Benjy Files is a member of University Congregational UCC, currently on leave of absence.

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

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

Debra Jarvis is a Writer in Residence at University Congregational UCC where she is also a Covenant Partner and member.

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

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

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

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

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

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

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

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

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, where she is a member.

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

Dan Stern is a Spiritual Director in covenant with and a member of Richmond Beach Cong'l UCC.

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

Wayne Wilson does ministry with United Way of King County where he is a Housing Executive. He is in covenant with University Congregational UCC in Seattle, where he is a member.

Licensed Ministers

Warren Johnson is serving at First Congregational Church in Forks.

Corey Passons is serving at Community of Interfaith Celebration in Olympia.

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

Commissioned Ministers

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

Members In Discernment

Jennifer Castle is a member of Plymouth Church, Seattle, attends Christian Theological Seminary and is Director of Faith Formation at Plymouth Church.

Elyse Fairweather is a member of Eagle Harbor Congregational Church and is Chaplain for UW Palliative Care.

Elizabeth Gordon is a member of Plymouth Church. She has an M.Div. from Fuller Seminary Northwest.

Stevi Hamill is a member of Fauntleroy UCC and attends Seattle University School of Theology and Ministry.

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

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

Maureen McLain, a member of Magnolia UCC, is approved for ordination pending call.

Amara Oden is a member at The United Church in University Place and attends Seattle University.

Corey Passons is a member of and serves the Community for Interfaith Celebration in Olympia.

Sam Rennebohm is a member of Prospect UCC and is approved for ordination pending call.

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

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

Tara Young-Brown is a member of University Congregational UCC.

Reports from the Conference Staff

Mike Denton, Conference Minister

As of 3/24/21

This year has been awful and beautiful; terrible, and grace-filled; condemnation-filled; uniting, and dividing; full of courage and full of horror; oppressive and liberating; and, and, and... This year has convinced me that our depth of pain reveals our capacity for creativity and revealing our capacity for creativity exposes many of the awful and beautiful possibilities that we hide from ourselves. This year... Dear Lord... This year...

About a year ago, I was deleting the annual report I had written because none of it seemed all that important anymore.

In the months before, we were already in the middle of cultural reckoning. It already felt as though things were bad and getting worse. Our churches were feeling this, too, and figuring out what it meant in their particular context. As a conference, we were figuring it out, too. In the background, the story of Wuhan had been unfolding, but, somehow, our national exceptionalism and supremacy made us feel immune.

In the first part of January, I was in that exceptionalist immunity mindset in more ways than I understood. I couldn't figure out why the media was making such a big deal out of what, at that time, seemed like a slightly worse flu.

Then, there were the pictures of Chinese hospitals overflowing and stories about mass graves. Then, a positive coronavirus test north of Seattle. Then, the horrors of a nursing home in Kirkland. Then, there was the experience of starting to hear the fear in the voices of scientists. Then, a growing sense of dis-ease as we began to recognize that we were human and vulnerable. Then, we were suddenly faced with the realities we had denied and what quickly felt like a thousand life-threatening decisions every hour.

In our conference, we strategically scrambled, but we had an advantage. We had a growing depth of relationships to lean on. Rev. Courtney Stange-Tregear had been leading us through a process of learning more about each other and hearing each other's stories. As camp managers, Wade Zick and Mark Boyd came to lead decades-old centers for community building in our conference but had also been working to help us transition from seeing non-UCC folks who met at our camps from camp users to partners in mission. Andy Warren was our newest staff member but had already been connecting and resourcing our conference structure and churches in a way that understood the realities of money and, as a member of the UCC, the realities of being covenantal. Arlene Hobson had already been a consistent, relational hub for decades in the conference's life and had always helped us listen to each other.

Over several years and dedicated moderators, our PNC Board had supported and encouraged this work. In a way that was new to this conference, several of our Clergy of Color had held up a mirror to our conference that helped us more clearly see that our hopes about who we said we were did not match up with the reality of who we were. The board was living into its commitment to address racism, improve communications, and deepen relationships. Our committees were asking us questions that required us to turn towards each other. In particular, our Stewardship Committee had developed a profound clarity about the conference's financial challenges and was already starting to pivot towards offering more opportunities for giving. The Communities of Practice program that Rev. Tara Barber had founded was now becoming a program of the Committee on Ministry. Those clergy who were involved were already building collegial, supportive relationships with each other.

We would not have been able to adjust to the pandemic reality as well as we did without all of these realities in place. Every single one of them had a part in providing the relational foundation we needed to respond. Over the last year, I've shared dozens of notes with you that you received graciously. Courtney and I have hosted hundreds of video meetings to help provide spaces for mutual resourcing and support. Wade and Mark pivoted the camps from hosting ministries of hospitality that provided spaces for a wide variety of groups and purposes to intense centers for respite and recovery for those directly impacted by the physical, mental, and spiritual effects of COVID-19. The board, our stewardship committee, staff, and a wonderful group of volunteers raised hundreds of thousands of dollars to help support this urgent mission. All of our churches stepped up with what financial sharing they could but one, in particular, gave a significant gift to our churches in financial need through a donation to the conference. This conference's churches and clergy took what we all had to offer and shared it with their congregations and communities. In many ways, it's been a loaves and fishes year. We're closer to each other than we have been in a long time.

My Siblings in Christ, we have served thousands this year. We have saved lives. We have saved vocations. We have saved churches. We could never have planned for this kind of year, but I don't think we could have walked into it much better prepared. The relationship deepening work we did over several years helped us get ready for this last one.

Next year will be hard, too, but the relational depth we have developed is even more profound now. We will be called to support each other as we work and, maybe more importantly, as we rest. (You'll be hearing news about an invitation to a conference-wide Sabbath soon).

This year has convinced me that our depth of pain reveals our capacity for creativity and revealing our capacity for creativity exposes many of the awful and beautiful possibilities that we hide from ourselves. I am convinced that our growing depth of relationships will help us face those awful and beautiful possibilities. If we've learned anything this year, it's that even though distances may separate us, we need not be alone in this work, this calling. In this time of uncertainty, I am certain of this.

Courtney Stange-Tregear, Minister of Church Vitality

THEY ARE LIKE TREES PLANTED BY STREAMS OF WATER, WHICH YIELD THEIR FRUIT IN ITS SEASON.

The Pacific Northwest Conference has been planting trees for many years. We have tilled soil, germinated seeds, pruned, and prayed. In my first Annual Meeting with the Pacific Northwest Conference, I was just meeting you all for the first time as all the "Out on a Limb" stories were shared. These were stories of innovation; stories of experimentation and courage and faithfulness which inspired a ballroom full of delegates and attendees. I knew I was in the right place!

Our next Annual Meeting I shared the children's story of Frog and Toad In the Garden. As your new Vitality Minister, I cautioned that as tempting as it may be, we cannot actually shout our gardens into existence. We move toward increased vitality when we provide the necessary conditions for life; we actually cannot shout, shame, or force anything to grow.

The necessarily conditions for vitality in the church have to do with justice, kindness, humility; with deepening relationship for increased capacity to do our ministry. This can be slow work, sometimes painfully so. Like Toad, we might rather avoid the slow work of preparing the soil, removing weeds, and relocating existing plants. This slow hard work can seem frustrating and pointless. Isn't it easier to just shout vitality into existence?

As the Psalmist says, we were planting and tending to trees by streams of water. And then in season, there was fruit. It is tempting to happen upon a lush and verdant garden, full of beautiful flowers and delicious fruits, and imagine that it miraculously popped into existence that way. It is easy to miss that the abundance, bounty, and impact are the end product of so much hard work and faithfulness. And when the garden is suddenly and unexpectedly threatened by pests or challenged by extreme weather, it is even more difficult to remember the slow hard work, all the trust and faithfulness, that allows for flourishing in the midst of crisis.

The past year brought crisis to every corner of the world. The Pacific Northwest Conference was not spared in our experience of loss, grief, death, trauma and so much more. Yet, the large-scale, disastrous impacts we predicted last year didn't quite come. There are actually ways we flourished. Even thrived. Abundantly. Miraculously. Together.

When faced with the dual pandemics of Covid and racism, not able to solve either, we leaned on our depth of relationship for important learning, tough conversations, and organizing for increased equity and justice. In the midst of fear and exhaustion, instead of decline we saw a surge of vitality across the conference. After investing in relationship, we saw it pay off. Rather than being siloed by our autonomy, we came together with the help of technology to support one another, share in conference-wide worship, launch a video library, and publish a book.

Hundreds of hours were spent together sharing ideas, resources, struggles, and supports. Conference staff hosted virtual meetings for worship planning, administration, Moderator support, general check-ins, and more. Many, many local church leaders attended and contributed to these meetings. While we had virtual meetings before the pandemic, fully leveraging them for support across the conference was relatively new. It was just one of the many new things we all leaned into last year. Faced with the realities and difficulties of producing virtual worship, week in and week out, the conference worked to provide and a worship video library for local church leaders to make use of, as well as a full worship service to be used by any local church.

In the midst of all that was swirling around in the early days of Covid-19, we were able to wake up each morning to one of the "This is Me" Lenten Devotional Stories. These stories reminded us that we were not alone. That as hard as it was, as scary and frustrating, we were still in this together. As Lent transitioned to Easter, there was a sense that these stories were a kind of testament; they were a record of a unique experience and needed to be recorded in a more permanent way. In May 2020, the Pacific Northwest Conference published *This is Me: Stories of Lent During a Time of Pandemic*.

In response to unprecedented challenges, we saw unprecedented generosity. New increases in OCWM giving, new ecumenical, interfaith, and wider community giving to Friends of the Conference, especially through our Giving Tuesday Campaign, and a tremendous outpouring of support for Friends of the Camps through our Camp Campaign. It truly is all about relationship.

Together, we did more than any one of us can name. As I look across our conference there is another piece that is important to name. I see a weariness like no other. Humans are worn thin, reserves are running dry, and emotional systems are struggling with instability. We have been vital, we are vital, and we will continue to be. But we have sacrificed, our families and communities have sacrificed, and now following unprecedented difficulties, there is unprecedented exhaustion. This exhaustion is not opposed to vitality, and I pray we can choose not to fear it. Like germinating and sprouting, dormancy is part of the life cycle. As we have learned new ways of coming together, we are also learning new ways of supporting rest and sabbath.

After an unprecedentedly challenging year, our conference is miraculously vital. Inspired and fueled by the depth of relationship we are doing justice, loving kindness, and walking humbly with God. Thanks be to God, and thank you all for inviting me into this ministry with you.

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



This last year has seemed like one long cold sunset. The icicle fingers blocking our view from being able to see what lies ahead. Like a small child holding their hands over their face in an attempt to prevent seeing what lies ahead. Each day carrying hard news that evolved throughout that very day, until we longed for the setting sun to arrive.

Yet we moved forward weaving our way through and into the future. N-Sid-Sen was ready to roll for the year. Everything was checked off the list.

- 1) Hire Summer staff
- 2) Work with staff on our to-do list
- 3) Enlist our summer volunteers
- 4) Open up winterized buildings
- 5) Coordinate with our partner groups
- 6) Update the calendar with work camps
- 7) Confirm training dates for all

We were ready and excited to offer camp in a new way. Then the sun set, and our plans changed again and again.

After many conversations with fellow camps across the lake and across the country we found a way to continue to offer N-Sid-Sen as a place of retreat in a new way.

Families At Camp in 2020

This model allowed N-Sid-Sen to provide a place of respite for folks locked down in their own homes. Families residing together could come and gather together in a cabin or lodge and have their own private retreat on the shores of Lake Coeur d'Alene. We had over 100 different families partake in this new venture. They basked in the sun, swam and even helped with a couple of projects. We had folks from across the conference as well as many of our partner groups attending. While there were certainly many great stories to tell, none delighted me as much as the youth who pulled their parents around N-Sid-Sen showing them where they 1st learned to swim or sang around the campfire or....

People who had only heard of N-Sid-Sen and had never gotten beyond the parking lot, now had their eyes and hearts opened. N-Sid-Sen the Point of Inspiration was inspiring even more.

I am excited to say we will be continuing to offer this program into the future, albeit on a smaller scale. In fact, we are continuing to offer it in 2021.

Thank You

A great big Thank You to all who supported our Camps. Whether in our Camp Changes Lives fundraiser, or coming out to camp itself, you have made a difference. The love that some many expressed for our camps warmed us all in those cold empty days of 2020. We have seen our connections in the conference grow and grow. So, thank you all for caring so much for your homes on the lakes.

N-Sid-Sen in 2021

This winter brought a couple of storms upon N-Sid-Sen and we thought we were prepared. Our 2000 Kawasaki Mule UTV/snowplow pushed its final snow, leaving us without a plow and snow on the way. We were able to locate a replacement and with \$11,000 from reserves we were ready just 2 days before the snow arrived. A large windstorm hit the inland northwest leaving many trees down, power outages and even a couple of deaths. N-Sid-Sen 5 major trees on the lake side of the highway and soon chainsaws were buzzing and splitters splitting. We now have lots of firewood for plenty of campfires and cozy fireplaces.

N-Sid-Sen also took advantage of an empty camp and moved forward with some final logging that we had scheduled for 2021-22. This brought in an additional \$6600.

N-Sid-Sen is still operating with 1 fulltime employee, myself. We began bringing in our other 2 staff as needed to prepare for the year coming up. This is approximately 1-2 days a week. They are prepping the kitchen, groundskeeping and cleaning. Our cook will be coming back full time for the summer beginning in June. Groundskeeper will remain hourly through the season.

Covid 19 Plans

N-Sid-Sen had been blessed with an incredible volunteer coming to assist us in these Covid times. Shirley Asmussen. Shirley has recently retired from the Executive Director position at Dubois Center, a UCC camp in Illinois. She has a wealth of knowledge having worked in UCC camps and YMCA camps across the country. Shirley arrived in early January and will be onsite into mid-May.

With Shirley's assistance we were able to talk with camps across the country that had run camps last year and formulate a plan. After many conversations with fellow camp leaders, Zoom gatherings and ACA (American Camp Association) guidelines we have a very comprehensive plan. In the 2021 season we are offering the following:

- a) Families At Camp (meals on your own)
- b) Family Escapes (N-Sid-Sen provides Meals)
- c) UCC Family Camps with program
- d) Jr High Camp with program
- e) Sr High Camp with program
- f) Class of 2020 Cam with program

All these events will be smaller than normal in order to provide safety for all.

[You can find much more detailed information on all of these on our website.](#)
[Registration opening up soon.](#)

A few of our partner groups have agreed to try smaller versions of their events this year as well, following our covid protocols. We have detailed protocols listed on our website.

Update on 2018 taxes

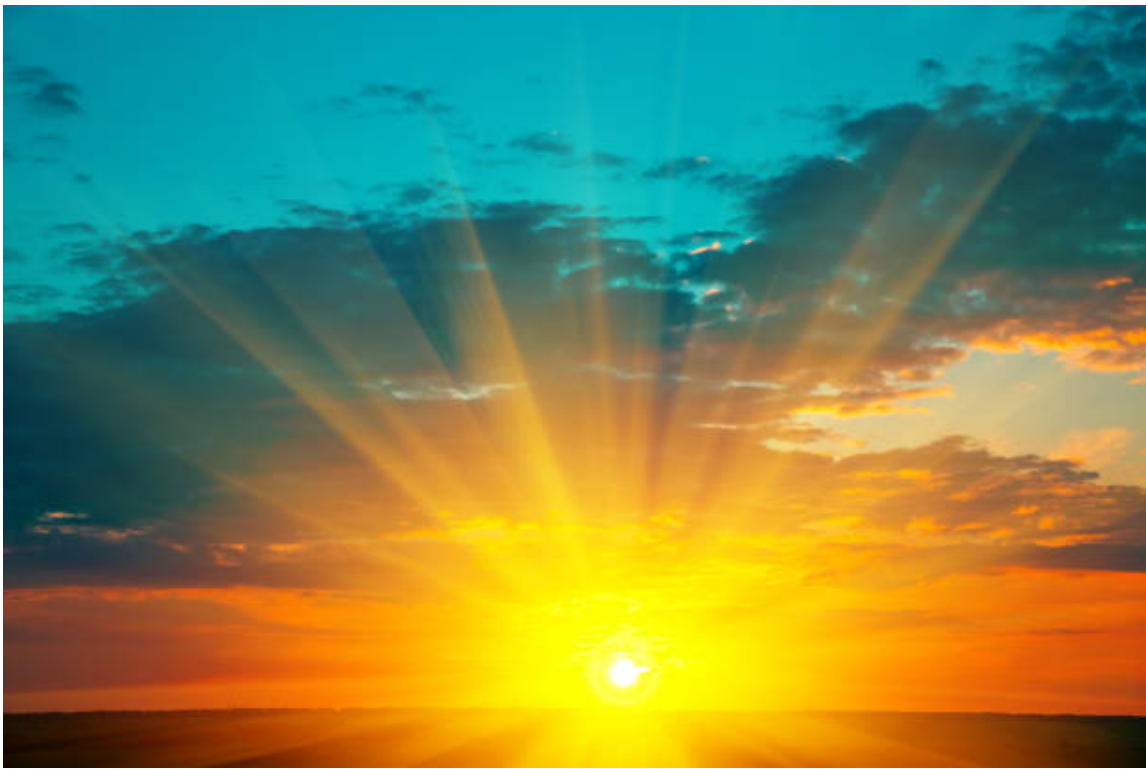
In early 2019 Kootenai County commissioners met and determined that N-Sid-Sen did owe for 2018 taxes due to an oversight. Taxes to be paid in 34 months with no fees or interest to begin in March of 2019.

Total Property taxes \$38,182.94 divided by 34 months = \$1,123.03

I am pleased to note that our final payment will be December of 2021, bringing \$13,476.36 back into our annual budget.

Fall of 2021

It is our sincere hope that we will be able to resume some of our regular normal groups in the fall. So, keep looking ahead for that sunrise over the lake as it announces a new day and a new way forward.



Wade Zick, Managing Director Pilgrim Firs Camp and Conference Center

On March 21, 2020 we changed our welcome sign to greet our Kitsap County neighbors in need of COVID-19 quarantine and isolation housing. We have welcomed over 150 individuals who ranged in age from a few months old to individuals in their 80's. We have welcomed families, communities of friends in shared living environments, first responders, individuals exiting correction facilities, members of the community who live with higher-risk individuals, folks who are without a current home and some whose stories we never knew. We had guests stay a few days awaiting test results

and guests staying weeks recovering from COVID. This kind of work has been a ministry that I certainly never imagined.

The list of individuals and churches that supported our work and that deserve much gratitude is very long. There have been donations of clothing, toiletry articles, games, money, and lots of get-well cards written. The ministry at Pilgrim Firs was done because of the large community of supporters and allowed us to demonstrate our love of neighbor in real and direct ways.

The staff at Pilgrim Firs has also been incredible. They showed tremendous flexibility by adapting to new ways of doing our work and the inconsistency of schedules that were dictated by the guests in need of quarantine and isolation housing. Huge thanks to Chris Berry, Melina Schue, Jean Scott, Alex Siedlecki, Michael Staser, Jon Scott and Neve Norton (our volunteer gardener and landscape expert) for their amazing work this past year.

I was grateful for the opportunity to participate and help lead in the camp “Changing Lives, Changing Times” campaign. The campaign both exceeded our fundraising goal of \$200,000 and built a strong donor base for future engagement opportunities around support for the camps and conference. Support for our camps was led by the conference Board of Directors with an initial gift of \$200,000 to make sure we could weather the difficult pandemic financial impact. Huge thanks to the campaign team co-led by Margaret Irribarra Swanson and Eric Johnson. Other campaign team members were Alice Ling, Kevin Peterson, Ron Patterson, James Krick, Kyna Grace Shilling, Chris Berry, Mark Boyd, Mike Denton and Andy Warren.

We did lose an important member of the Pilgrim Firs community this year, Don Mallett. Don was a personal mentor for me and someone who deeply loved the camp and the work we were doing. One of his last gifts that he made to Pilgrim Firs before passing with Brenda was to support new chairs built through an Eagle Scout project. The chairs are ideal for guitar players at camp and will be used for many years to come. His memory and impact will also be felt well into the future. RIP Don.

This past year was not easy in many ways. It was however a transformative year that birthed opportunity for personal growth, time for reflection on our mission as a camp and allowed space for strengthened relationships with our partner groups, churches in the conference and individual supporters. I hope never to have to repeat such a difficult year again but am proud of the ways we as a conference and a camp community are coming through this period stronger than when we started. It has been a year and a season like hopefully no other!

From the Board of Directors

Moderator's Report

Hillary Coleman

It is an incredible blessing to have served on the PNCUCC Board for the past five years and be part of the continuing journey of Conference life. I have seen transformation in the culture of our Conference, especially related to being connected. We are having important conversations about what it means to be church in this time, deepening our understanding of past and current impacts that racism and white supremacy culture have on our Conference and churches, and connecting with one another through storytelling in many forms, especially via our Lenten devotional series. And, as Rev. Mike Denton reminds us, we are taking deep breaths through it all.

All of this work has been made possible by focusing on connections and relationships. In 2018, inspired by the powerful community organizing framework of deep conversations brought to us by Rev. Courtney Stange-Tregear, the board adopted four priorities:

- Deepening relationships between clergy and colleagues.
- Deepening relationships between our congregations.
- Deepening relationships between our congregations and their neighborhoods and communities.
- Improving communications throughout the Conference.

We have continued to use these priorities since and have shared them across the Conference. Sometimes the question arises - why? What are the actual goals of deepening relationships beyond deepening relationships? When we set our priorities, we had a sense that we wanted to deepen relationships to be better connected and change the world (thanks Courtney for this quick and catchy phrase). To do this we must have faith in the process. This year has shown me numerous ways in which this focus has resulted in us being more connected than ever. This is also a reminder that when it comes to transformational work, we need to be willing to trust in the spirit to guide us and start along a journey, even if we do not know what the future will look like or where exactly our current work will lead us.

We have deepened relationships so that...

- in a year of unprecedented pandemic struggle, we can be supportive of one another.
- we can listen to one another and take people's stories for what they are - the truth.
- we can establish more trust as we work together to use an anti-racism lens in our Conference and dismantle white supremacy culture.
- when Mike and Courtney started hosting a variety of weekly calls in 2020 people would show up, bring their whole selves, and share resources, experiences, and questions.
- we knew that we could count on Mike to send important pandemic updates in a proactive way, a way that has gained national UCC recognition.
- we can trust, that though we cannot physically be together, the PNCUCC is deeply connected and ready to dig in and continue our important shared work.
- in this year of economic uncertainty our churches fulfilled their OCWM pledges fully and people across the Conference gave generously to support all of this work.

Highlights of the Board's work during the last year:

In **March 2020**, based on public health recommendations, your Board decided to postpone the in-person annual meeting and hosted a Conference worship instead. None of us imagined that one year later we still be connecting via zoom and preparing for an online Annual Meeting.

In **May** the board had our first of a series of diversity workshops to do important personal and internal work as the Conference Board that we need to do. Our board members have been committed to work to address racism and white supremacy, and in **June** we named anti-racism as a priority of the board (in addition to 4 previous priorities) with the following statement:

The Board of Directors is committed to dismantling racism while expanding our understanding and awareness of the impact of racism and other intersectional oppressions such as classism, homophobia/homophobia, transphobia, and misogyny. White supremacy and dominant culture are realities in our Conference, and as an expression of equity, the Board is committed to developing and using an anti-racist lens in our work.

PNC Churches continued and started their journeys to address racism in their contexts and the Board appreciated hearing about this work as we continue shaping our work.

During this year of uncertainty, with many things continually changing, it sometimes felt daunting to figure out where exactly to focus our volunteer energy. From **July – September** we spent time at board meetings talking about goals for the coming months and compiled a matrix of much of the work happening around the conference. We were glad to see that each goal, including new work that emerged during the pandemic, fit into our five board priorities.

In **October** the Board wrote and passed a guiding vision for the coming years of our work:

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

Throughout the year we were in close contact with the Reparations Team, which formed out of the 2019 Fall Gathering, as they worked to craft what they have introduced as an invitation to the PNCUCC: "**Our Call, Our Work: Anti-Racism to Reparations.**" Please read more about this important work in their report included in this Annual Report packet.

We also adopted policies (Fiscal Policies Manual, Personnel Manual, COVID-19 Travel Policy for Conference Staff and Volunteers) and passed two 6-month budgets for FY21.

In **January 2021** we started our monthly "Board Office 1.5 hours" on the first Monday of every month. This space was created intentionally for people in our Conference to be able to connect with me and other board members, and we sure have enjoyed seeing your faces and chatting!

As the Board connected for our **March 2021** meeting, preparing to send recommendations to you, our Annual Meeting, we shared amazement that our Conference and churches were able to shift quickly, adapt, and be where they are today. Thank you especially to our amazing Conference Staff for the incredible work they have done since last year to share resources, offer new ways of connection, support people throughout the Conference, and continue to create welcoming spaces at our camps for community members in need of healing in nature.

At the heart of it all is relationships. As we continue our Conference work with an anti-racism lens, now more than ever, we will benefit from our deepened relationships and continued strengthening of connections and trust in all settings of our collective work.

Treasurer's Report

Martha Baldwin

As I finish my 4-year term as your Treasurer, I am reflecting on all the changes over the past year. As we moved into a time of pandemic, our fiscal year budget was adjusted for the uncertainties associated with COVID. And once again our financial results for the past year continue to tell the story of a people of faith in our conference and churches. My report outlines some of the financial highlights of this past and upcoming year.

In looking at our Projected Conference Ministries Operations for our fiscal year ending May 31, 2021, we continue to face challenges and also see some healthy trends:

- Our Church's Wider Mission Support has strongly remained at budget during this past fiscal year. Our total projected revenue is \$489,000 of which \$418,000 is OCWM.
- Our Camp Changing Lives, Changing Times Campaign raised \$220,000, which kept both of our Camps operational during this year when traditional summer camping programs were not possible.
- Our conference was blessed with a \$300,000 Solidarity Fund Grant, which we were able to pass on to churches experiencing hardships during the pandemic.
- We received another bequest from the Estate of Doris Waggoner. The Waggoner Fund balance is currently \$312,000.
- Although last year's planned Cost of Living Adjustment was put on hold, we are committed to paying living wages to all staff. Next Year's budget includes a 2% Cost of Living adjustment for all current staff.
- Our total expenses for the fiscal year are projected to be \$563,000, which is right at the COVID revised budgeted expenses of \$563,000.
- At the end of February 2021, the Pacific Northwest Conference had total assets of \$6.8 million. \$4.8 million of those assets were in cash and investments. The other \$2.0 million were in fixed assets, primarily land and buildings at our two camps.

I am humbled by the generosity of so many in the Pacific Northwest Conference. We have not just survived the past year, but are now doing things in new and exciting ways unimaginable a year ago. I want to thank the Conference Staff, Board of Directors and Committees for guiding us forward.

Committee Reports

Church Development Committee

Steve Davis, Chair of Eastside

How do we help develop vitality within congregations and organizations in the midst of a pandemic? When communities of faith are not meeting in their usual ways? When resources appear to be limited? You become innovative and focus on your mission. During 2020, we all discovered that we have greater capacity to live into our mission. To do so has required greater conversation, asking important questions about our purpose and how to fulfill the call to strengthen our message, our activity and better utilize our resources.

As many are aware, to assist the PNC operating budget cash flow, the Church Development Committee was one of several groups whose funding has been largely put on hold so as to bolster financial stability of resources. Through significant congregational partnerships, the PNC has been able to provide financial support through the Solidarity Fund to many congregations and groups who might otherwise have suffered greatly. While not administered by the Church Development Committee, a representative from the CDC has shared in providing leadership that is directed toward vitality.

With financial resources being limited in 2020 and remaining so in 2021, the CDC has focused on our mission to actively pursue new ways of building partnership and relationship with our congregations, pastors and conference affiliated organizations and new church starts to “Strengthen the Church” with innovation and vitality. We are thrilled with the work being done by our Conference Minister, Rev. Mike Denton, and our wonderful partnership with our Conference Minister for Church Vitality (CMCV), Rev. Courtney Stange-Tregear, developing strategies, time for consultation and coaching, and projects suitable for funding ministries for vitality.

Our focus has remained on creating relationship, not just providing funding. As a team, we have met online every month, to gather wisdom and resources from around the conference area. Our aim continues to offer support and encouragement, mentoring to promote church renewal and growth, and innovate with congregations for ways to better resource needs for fulfilling ministry. When appropriate to do so, we will return to providing funding grants when approved by the Board of Directors. Until that time, we want to utilize our people resources and offer vitality partnership, and be in dialogue with faith communities seeking to unite with the Pacific Northwest Conference of the UCC.

The Committee continues to support the work of the Conference Committee on Ministry with funds for the Communities of Practice ministry and compensation support for the Conference Minister for Church Vitality. When the funding pause is lifted, requests can be made at any time within 2 periods for deadlines and distributions. As we focus on building relationships, the requests can be made with a July 31 Deadline and October 1 Distribution, and January 31 Deadline with April 1 Distribution.

Church Development Committee funds held as investments make funds available for distribution each year, allowing us to support in part the compensation package of the CMCV, partnering for discernment with new faith communities as well as the additional funds for vitality projects to strengthen the church!

The CDC reminds ALL our PNCUCC family to **vigorously support** the **Strengthen the Church Offering** held each year on Pentecost Sunday (May 23, 2021). Through this offering, ½ of all funds received return to the Conference for our work in partnership and relationship together.

CDC is grateful for the faithful leadership and resourcing made available to us through the Rev. Courtney Stange-Tregear, the support of Rev. Mike Denton, and the wisdom of our team and the PNC as a whole in 2020-2021 as we have experienced the depth of their leadership in these new and challenging times. We also express our appreciation to our current team members: Rev. Steve Davis (chair), Rev. David Schoen, Karen Nooney, Danette Koloi, Rev. Ryan Lambert, Holly Peterson, Anne Jenny, Suzanne Sanderson, Rev. David Weasley, Judy West, Rev. Becky Withington and Rev. Courtney Stange-Tregear (Conf. Staff).

Committee on Ministry

Lois Farnsworth-Whysong, Chair of Eastside

Cameron Sharp, Chair of Westside

Serving on the Committee on Ministry (“COM”) is rewarding, challenging and always interesting. We are one committee, though because of the geographic expanse of the conference we divide into Eastside and Westside committees to serve ministry settings on the east and west of the Cascades. Our focus in the COM this year has been two-fold. First, we are ever focused on the fact that we are a **covenantal** church. We work with all ministers in assuring there is an up-to-date Covenant supporting their ministries. Every change of position requires a new Covenant.

The second focus is (like so many of us in the PNC) has been working toward **anti-racism**. We are ferreting out ways systemic racism invades and destroys the work of the COM. We have so much work to do in this regard. We are prayerfully trying to discover the intrinsic biases in ourselves while looking at our processes to learn where we can use the Manual on Ministry in a more healing fashion.

The COM has responsibility to provide support, advocacy and accountability for individuals authorized for ministry, seeking authorization for ministry, and serving in a variety of settings of the PNCUCC. We oversee the Member in Discernment Process, Transfers of Standing into and out of the PNCUCC, requirements for active and inactive standing, and concerns about fitness of all authorized ministers.

Despite the challenges of COVID19, the COM has been able to continue ministry to all of the above-mentioned groups. We hope you have been able to attend some of the Ordinations and Installations that have been celebrated this past year. The COM also assists with ministries that are transitioning out of a position and we have been able to participate in Services of Leaving as well. COM organized a Task Force this year to bring the Communities of Practice into self-sufficiency. There are currently nine groups. One of the groups includes members from outside the PNC. There are 57 participants plus the nine facilitators.

Much work is also being done to support the ministers of the conference. There have been many phone calls to check on and uphold our clergy. Our most recent Annual Information Review is new in content and each respondent will receive not only acknowledgement of return of the form, but a call or communication of support and care. Boundary Training was a new challenge in the virtual work of the COM. Our teams found offerings for doing Boundary Training on-line that are creative and exciting. Other teams on the COM were able to update our Psychological Review process. Your COM teams have thrived in the time of COVID where “everything” needs be done differently.

Thank you for your prayers for the Committee On Ministry. We are praying and working for you as well.

Global Ministries Committee

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

This report has been edited from a report for the Northern Lights Region DOC (Christian Church) written by co-chair Rev. Mary Olney-Loyd

In 2017 the Global Ministries Committee began working toward a new partnership through our Global Ministries arm of the DOC and the UCC. Our committee had suggested Latin America as an area of interest because of the connection with farm laborers in Eastern Washington. We hoped to relate to a different part of the globe than S. Korea, where a partnership already existed. (Currently the partnership with S. Korea churches is dormant.)

Tom Morse, from Global Ministries, met with our committee and suggested two possible partner church organizations in Latin America. One of them was Colombia. Committee members reflected on the choice and selected Colombia.

In summer of 2018 we began participating in zoom calls with two organizations in Colombia: JUSTAPAZ (an organization for justice and peace, organized by Mennonites) and CEDECOL (Council for Peace of the Evangelical Council of Churches in Colombia).

In September 2019 we received a visit from Michael Joseph, mission co-worker to Colombia. He spoke in churches and met with clergy groups in the Region and the Pacific Northwest Conference UCC. Michael also met with our Global Ministries Committee and gave us a good introduction to the ministry of JUSTAPAZ and CEDECOL.

The GM committee proposed a mission pilgrimage to Colombia through Global Ministries People to People Pilgrimage program, which was planned for September 2020. When the pandemic prevented that from happening, Angel Agosto-Rivera and Lorna Hernandez, from Global Ministries at the national setting, suggested a virtual pilgrimage. This was a first for Global Ministries as well as us!

Over the summer we recruited DOC and UCC participants, eight each.

There were two preparation meetings led by Lorna Hernandez and Angel Agosto-Rivera. The virtual pilgrimage took place September 21-26. The hosts in Colombia traveled to the remote area called Choco, in NW Colombia. They delivered food aid and COVID-19 supplies to six villages. Everywhere they went they video taped their experiences, including worship and interviews. They built a website about their travels, including cooking sections. See: <https://www.justapaz.org/pilgrimage-for-peace-medio-san-juan-choco/>

Our time together included video of their experiences in Choco, a live ecumenical communion service, conversations with various scholars and Christian leaders regarding issues facing Colombians. Two of the days our group shared reflections and debriefed our experiences together.

On January 21, 2021 our Global Ministries Committee met and reached consensus. We recommended to the DOC and UCC Boards of Directors to form a partnership between the Northern Lights Region DOC, Pacific Northwest Conference UCC and JUSTAPAZ and CEDECOL. These recommendations have been conveyed to our respective organizations and are now being considered.

We are very enthusiastic about moving toward an official partnership! It has taken nearly three years to come to this place – yet we are already living into something new and exciting! The Christian leaders in Colombia experience hardship and violence in their Christian walk as they deal with the aftermath of a 60-year civil war. We are challenged and heartened by their deep faith. We look forward to learning from them and sharing ourselves with Christians in Colombia

Respectfully submitted, Rev. Dr. Rick Russell, co-chair.

Justice & Witness Ministries Committee

Steve Clagett, Chair

This report will highlight Justice & Witness Ministries Committee (“JWM”) activities of the last year, and will review the Committee’s last six years’ work.

Becoming An Inclusive Repairing Conference

When we are fully inclusive of all people, so much more justice will fall naturally into place.

Let’s talk race. I write this first because it is so important.

The United Church of Christ, especially in the Northwest is composed of overwhelmingly White congregations. Through the grace of God, we have been blessed with a cadre of impassioned Black pastors ministering to us. The Conference needs their honest witness to what God calls us to be and to our distance from that goal. They need our support and greater understanding. If we can and will, individually and collectively, understand the toll institutional racism has taken on people of color in the United States, our faith will compel us to actions that bring God’s justice to all of us. It must begin by building a climate where we can see and speak truth about our history, a history that denied and still denies opportunities and inclusivity to all people.

The JWM created in August 2015 issue sub teams open to any UCC member; one of which was Dismantling Racism. The Dismantling Racism Team took the time to build trust and understanding among its members first. Members have a goal to take and repeat annually undoing institutional racism training. At the April 2019 Conference Annual Meeting, the team presented a candid report of the stresses and experiences our Black clergy had faced ministering to us. It included hearing the story of one Black clergy member who, 15 years ago, was physically barred from worshipping with the very congregation hosting the annual meeting. Interest in pursuing this morning session topic was so high that more than 80 meeting participants took half of the allotted lunch hour to continue the conversation. Two outgrowths of the April 2019 Annual Meeting session have been:

- A request of the Conference Board, sent prior to its June 2019 retreat, that it consider three changes to the Conference bylaws:
 - 1. Add a confession that the conference has practiced institutional racism and a commitment to inclusivity and dismantling racism,
 - 2. Provide for better, more than token, participation of people of color on Conference boards and committees, and
 - 3. Create a body that is appropriately composed to walk beside and advocate for pastors of color seeking necessary change.

The first two are part of recommended bylaw changes the Board will be submitting for adoption. The third was deemed possible to establish through provisions in the current bylaws.

- The Fall Gathering 2019 created six action teams, one of which is determining the form reparations work of the Conference would take to address loss and inequities created by centuries of institutionalized racism. The Reparations Team, separate from but closely allied with the Dismantling Racism Team, has produced [Draft Reparations Recommendations](#). The Team is now meeting individually with all the committees and boards of the Conference so that each sub-entity can determine what will be its actions to implement the Recommendations.

Members of the Dismantling Racism Team have been active in numerous additional ways including:

- co-leading the Washington State Poor People's Campaign and demonstrating with it in Olympia;
- helping families of people killed through police use of deadly police force (organized as Not This Time) to see passage of Initiative 940 De-Escalate Washington and then following up with necessary regulations and additional laws to implement the goals of the Initiative; and
- demonstrating for release of prisoners at high risk of contracting COVID due to unsafe prison conditions and supporting the right of agricultural workers in the Yakima region to remain off their jobs until COVID-safe protections could be put in place.

Environmental Justice

At the time that the Dismantling Racism Team was created, the JWM also created an Environmental Justice team headed by the Rev. Meighan Pritchard, a former JWM member and the past National UCC Environmental Justice Minister,. At the Fall 2019 gathering, an ad hoc team assisted by the Environmental Justice Team set a 2020 objective to see the Washington State Legislature adopt the Sustainable Fields and Forest Act. The Act establishes a program to fund new agricultural and forestry practices that will help reverse climate change. The Environmental Justice Team organized advocacy that saw the passage of the bill in 2020, but only as a program without funding, an "empty bucket". The Team is continuing its advocacy in this 2021 legislative budget year to provide funds to the program.

Environmental Justice also endorsed and supported the Environmental Voter Project led locally by the Rev. Roberta Rominger. The highly sophisticated project uses public data to determine voters likely to vote in support of environmental justice issues, but who do not have a record of voting regularly. Through text messages and phone calls to key states across the nation, the Project got a high percentage of these people to vote in the 2020 primaries and general elections. Over 15 conference church members participated in this project, generating more than 200,000 text messages and phone calls.

In addition to obtaining funding for the Sustainable Farms and Fields Program, the top 2021 Washington legislative priority is passage of the Clean Fuels Standard which will reduce the carbon intensity of state transportation fuels by 20% by 2035. The Act has passed the House of Representatives and is in the Senate at the time of this writing. Both the Environmental Justice and the Dismantling Racism Teams supported passage of the Healthy Environment for All Act (HEAL) which will require the state analyze all its actions for their environmental impact on marginalized populations. The Act has passed the Senate and is in the of the House Representatives at the time of this writing.

Doing Justice Better

East-West Participation Even before the onset of COVID and the increased use of Zoom teleconferencing, the JWM had switched to monthly Zoom meetings as a means to diminish the East-West Cascade divide. It has worked well. Previously, the westside representatives met in person and the eastside called in by phone. With great assistance from the Ministry Resources Committee, JWM has increased its Eastside representation. Five of the committee out of sixteen live east of the Cascades.

More than doubling individual justice participation The creation of justice issue sub-teams has more than doubled the number of UCC members formally active on justice issues because JWM committee membership is not a requirement for issue team participation.

Great Team – Use Them! This is my final report as the chair of the Justice & Witness Ministries Committee. I am timing off after six years, five as chair. I am incredibly honored and humbled to have been able to work with some of **the finest deep-seated and faith-based justice advocates in our region**, people who are working on so many fronts to get in “good trouble, necessary trouble”, to quote the late Rep. John Lewis ---Trouble leading to lasting remedies for unjust practices and policies:

Rev. Dr. Paul Ashby	Richmond Beach	Betsy Fornoff	Lynnwood
Mickey Beary	Richland	Paula Harper-Christensen	Sammamish
Rev. Dr. Kelle Brown	Seattle	Rebecca Hoepcke	Lynnwood
Susan Chamberlin	Chewelah	Elizabeth Maupin, M.Div.	Issaquah
Steve Clagett	Seattle	Lora Rathbone	Richland
Rev. Cathi Cline	Lacey	Rev. David Schlicher	Woodinville
Leslie Cushman	Olympia	Mary Stamp	Spokane
Rev. Bianca Davis-Lovelace	Renton	Rev. Steve Van Kuiken	Pullman

This lists just the people on the JWM. The list goes on with the people actively participating in the JWM's issue sub-teams.

My parting message to the Conference is: We are so rich in conference members who are committed to justice witness. **Work with these people and work with them within the framework of the justice polity we have established for our conference.** Collaborate and communicate and ask yourself how can bring our values into action by working together. Our conference can increase its renown as a strong justice force in our region through joint action. Use the committee, communicate and collaborate with it. Stay in touch and share justice goals, plans, and agendas widely. Bring the committee into Annual Meeting Planning as a matter of course and avoid routing justice work elsewhere that the committee is fully capable of taking on. Consider putting a JWM representative on the Board. This will strengthen our efforts and build a strong and effective conference justice agenda. It has been my profound privilege to do justice with our conference.

Respectfully submitted, Steve Clagett

Personnel Committee

Rev. Tara Leininger, Chair

What a difference a year makes! With Karyn Frazier and Wendy Blight as the guides in our journey, the members of the Personnel Committee are making headway in a difficult process. Work on an evaluation questionnaire on/for Conference Minister Mike Denton is nearing completion, but it comes with the awareness that an actual job description and a contract are also lacking/missing and needs updating. What came out of this work was also the awareness that the Conference itself needs to be “evaluated”, and that work is now in the hands of the Board of Directors. An understanding of who we are and where we are going as a conference will aid the Personnel Committee in understanding the role that leadership has in the PNC. Besides Mike and Courtney, we have office staff, and camp managers and their staff. Who is contract, full time, part time, seasonal, etc. – all these factors work into how a contract is established and under what parameters an individual is paid and compensated. What the Personnel Committee also discovered is how we work with and for the Board of Directors, the Camp managers, and the Committee on Ministry, in completing any task before us. In 2021, we hope to conclude our evaluation of Mike

Denton (not done since 2014) and set aright all job descriptions and contracts for all individuals working for the PNC. My thanks to Personnel Committee members Rev. Jamie Kepros and Rev. Ryan Lambert.

Stewardship Committee

Kendall Clark Baker, Chair

This particular annual report begins a year ago in March, two months before the 2020 annual meeting. The Stewardship Committee had planned to meet in person at the Conference Office, both the Finance and Interpretation subcommittees together. An agenda with familiar items had been prepared. It was business as usual. And suddenly the world turned upside down.

In many organizations, churches included, the responsibilities for fund-raising and money-spending are assigned to two separate committees. Our Pacific Northwest Conference, however, combines these into one Stewardship Committee. This is not always easy to do. But the wisdom of having one body both raise money and oversee how it is spent helps to ensure that each is informed by the other and that both are driven by the same values.

The original agenda for the March 2020 meeting was focused upon deepening the conversation between two subcommittees that for the most part had been functioning separately and independently. The proposed budget for Fiscal Year 2020-2021 already had been prepared by the Finance group. The Interpretation group had plans in place to continue a series of small “Cultivation” events hosted in homes to encourage individual giving to Friends of the Conference/Camps. And suddenly everything we had been doing had to be looked at anew.

Urgent questions were raised: *With churches going online for worship and meetings, how would this impact OCWM and other Conference support? What new challenges would churches and pastors be facing that would make the ministries of the Conference more essential than ever?*

We came together—now by internet only—and identified the Covid crisis as a faith opportunity. Instead of responding out of a sense of scarcity, we trusted in the abundance of God’s gifts. We chose not to be fearful, but to ground all our plans in gratitude. Rather than resign ourselves to survival, we embraced growth. The priorities of the Conference took on great urgency—building relationships to empower God’s work in the world. At every point we assessed our budgeting and our programming by responding to the goals and visions given to us by the Board of Directors: “We task the Stewardship Committee with tackling our financial difficulties in a way that will foster growth and invest in a future that we have yet to fully imagine.”

Some highlights of what the Stewardship Committee has done this past year and is planning:

- Replace the FY 21 budget with one for only six months at a time—monitoring it closely, and continuing to fund staff, denominational and ecumenical commitments at full level.
- Invite Conference leaders and ministers and lay members of our churches to give to Friends of the Conference/Camps three times throughout the year—the Changing Lives/Changing Times camp campaign during the summer, Giving Tuesday in December designated for Friends of the Conference, and the appeal now underway leading up to the annual meeting in support of Conference ministries and Pilgrim Firs and N-Sid-Sen.
- Give special attention to saying thank you to all churches for their OCWM giving (*which turned out to be even greater than what had been pledged prior to the pandemic!*), and to individuals for their generous support of the several “Friends” opportunities to give.
- Present a live, online “Stewardship Revival” with Karen Georgia Thompson of national UCC staff preaching, as a resource for local churches in planning their own campaigns.

- Communicate our Stewardship theme of generosity and gratitude and abundance in a variety of ways throughout the year—reflections in each Monthly Packet, articles in the quarterly Newsletter, email and postal mail letters to churches and individual donors.
- Review and recommend to the Board of Directors an updated Fiscal Policies Manual.
- Celebrate the good news that financial support from Friends of the Conference/Camps has increased from \$82,000 in 2019 to \$328,000 in 2020—during the pandemic!
- Receive, recognize, and invest a generous bequest from the Doris Wagoner estate.
- Support the new Solidarity Fund providing emergency assistance to PNC churches.
- Encourage churches to receive a second collection for OGHS in the Fall of 2020—“One *More* Great Hour of Sharing”—since the pandemic undermined support for this annual Lenten denominational offering just as this assistance was more needed than ever.
- Prepare Fiscal Year 2022 budgets for a full 12 months, providing for modest cost-of-living increases for staff and increased anticipated revenues from the “Friends” appeals.
- Meet with members of the Dismantling Racism Committee in March 2021 to discuss the Reparations document and to consider how the Stewardship Committee can help to move this Conference priority forward.
- Develop in the Fall of 2021 a long-term strategy for drawing down Conference financial reserves to underwrite deficit budgets, and correspondingly to develop a planned giving program to replenish and grow these reserves for future needs.
- Plan (and budget) for an auditing “Review” of Conference finances by a C.P.A. in 2022.

Thanks to all serving on the Stewardship Committee—elected and ex officio members, staff, and advisors—for the dedicated leadership that has resulted in this year past being so extraordinarily productive. It is impossible to single out anyone in particular for special thanks without naming everyone. And we are especially grateful for the source of all this generosity. “Thanks be to God—for God’s indescribable gift!” [III *Corinthians* 9:15]

Special Interest Reports

Our Call, Our Work: Anti-Racism to Reparations Reparations taskforce of the JWM Dismantling Racism Team

Introduction:

The document, *Our Call, Our Work: Anti-Racism to Reparations*, is an evolving document that will continue to transform as the PNCUCC Conference endeavors to do our work through an anti-racist lens.

Many voices were invited to support the development of this document and we know that will continue moving forward.

We ask that you take some time to read, reflect and respond to what is written here as you individually and collectively continue on your anti-racism journey.

You may respond during the small Conversation Gatherings at the PNCUCC Annual Meeting or send an email to the Chair of the Dismantling Racism Team, Chris Hanson hansonchristineann@gmail.com.

Blessings and peace,
Reparations taskforce of the JWM Dismantling Racism Team

Our Call, Our Work: Anti-Racism to Reparations

PNCUCC Invitation

Reparations Team, Dismantling Racism Team

March, 2021

*Your ancient ruins shall be rebuilt;
you shall raise up the foundations of many generations;
you shall be called the repairer of the breach,
the restorer of streets to live in.*

--Isaiah 58:12 (RSV)

The Crisis

Black and Indigenous people, who have been under the thumb of white supremacy for 400 years, are enslaved by the institution of white supremacy. **They are still not able to move through this world freely.**

“Thinking about race is very different for nonwhite persons living in the Americas and beyond. People of color, especially First Nation and Black people must always consider their racial identity, whatever the situation, due to the systemic and interpersonal racism that still exists. Whiteness (and its accepted normality) also exist as everyday microaggressions. Acts of microaggressions include verbal, nonverbal, and environmental slights, snubs or insults toward nonwhites. Whether intentional or not, these attitudes communicate hostile,

[derogatory, or harmful messages.” ~ From the National Museum of African American History and Culture](#)

True understanding of the depth of the pain we have caused people of color will never be known by white people, and now is the time to face our racism and begin the uncomfortable work: naming the wrongs, calling ourselves out / [calling ourselves in](#), listening rather than speaking, moving towards a more humble existence, living an intentional life where we are constantly aware of the impact of our whiteness and the harmful effects we perpetuate in the world. In this way we can lessen the negative impact our actions have on people of color.

Definitions:

Pastors of Color: *For the purposes of this document and the work of the PNCUCC, Pastors of Color include Black and Indigenous Pastors, Latinx, Asian American, and Pacific Islander Pastors.*

White supremacy: *The system of domination and advantage based on the belief that white people constitute a superior race and should therefore dominate society, typically to the exclusion, subordination and/or detriment of other racial and ethnic groups.*

White Privilege: *Inherent advantages possessed by a white/white appearing person on the basis of their race in a society characterized by racial inequality and injustice.*

Institutional racism: *The term institutional racism was first coined in 1967 by [Stokely Carmichael](#) and [Charles V. Hamilton](#) in [Black Power: The Politics of Liberation](#). Carmichael and Hamilton wrote that while individual racism is often identifiable because of its overt nature, institutional racism is less perceptible because of its "less overt, far more subtle" nature. Institutional racism "originates in the operation of established and respected forces in the society, and thus receives far less public condemnation than [individual racism]."*

In his 2019 book [How to Be An Anti-Racist](#), Ibram X. Kendi believes the term “institutional racism” and the idea that the system’s actions are covert implies that the system is inanimate, invisible, and immortal. Separating overt from covert masks the fact that individuals make the policies that cause the oppression. We as individuals must learn to see the racist policies behind the racial inequities, so that we can change them.

Reparations *“literally means doing repair work. The idea is a biblical one. The community of Israel recognized the need to have a periodic time of repairing the social fabric. One form of reparations was the Jubilee Year (Lev. 25:1-10), when prisoners were freed and debts forgiven. Another was the order to compensate Hebrew slaves when they were released (Deut. 15:12-18)—they were not to be sent away “empty handed.” The people of Israel recognized that reparations is a spiritual issue.” ~ Nibs Stroupe, [The Christian Century](#), September 10, 2019*

Call to Action

As an Institution

[“Without true repentance for these historical injustices and communal sin, calls from white Christians for “unity” or “racial reconciliation” are nothing more than empty mockeries of the true reconciliation that God calls \[God’s\] people to embody. This reconciliation comes from justice secured through repentance and reparation. The justice that God commissions \[God’s\] people to practice as a reflection of \[God’s\] character is not an optional side hobby for Christians who care about “social justice.” As we’ve seen throughout redemptive history, justice through reparations is an essential public witness of the people of God and a hallmark of the economic ethics of \[God’s kin-dom\]. . . \[T\]hrough Jesus’ ministry, the Old Testament economic ethics are ushered into the new covenant in which repentance and faith in Christ leads to reconciled relationships rooted in justice and reparations for wrongdoing.” ~ Nicole Noyes, M.Div. student, August 2020 in \[The Crux & The Call\]\(#\)](#)

We are inviting the PNCUCC to commit to building a roadmap to dismantle the systems of oppression in our institutions and within ourselves. Systemic racism was intentionally constructed, un/consciously replicated/sustained and must be systematically dismantled. We must examine our institutions and identify the ways in which they serve those with power in this culture at the expense of those in the global majority without power.

“For inasmuch as faith is about partnering with God to mend an unjust earth, and thus to move us toward a more just future, then faith communities by *definition* are accountable to that future. This means that for them, reparations should be directed toward building a future where all human beings are respected as the sacred creations that they are and thereby free to live into the fullness of their sacred creation. For faith communities, reparations must not be only an effort to compensate for past harms, they must also chart a pathway to a just future. Otherwise, reparations become little more than a salve for white guilt while the sin of white supremacy continues to thrive.” ~ Rev. Dr. Kelly Brown Douglas, July 2020 in Sojourners, [A Christian Call for Reparations](#)

What does Reparations look like for our Conference?

UCC Conferences came together in 2017 to approve the following statement:

Therefore be it resolved, that the [Thirty-first General Synod of the United Church of Christ](#) calls upon all the judicatory and educational settings of the denomination to include the study and training in key principles and best practices of cultural diversity, inclusion and equity as well as anti-racism, unconscious bias and anti-white supremacy trainings in clergy preparation, continuing education, and as an ongoing requirement for maintaining standing for all persons engaged in authorized ministry within and on behalf of the United Church of Christ; Be it finally resolved that the Thirty-first General Synod of the United Church of Christ requests the United Church of Christ's Justice and Witness Ministries, the UCC's Local Church Ministries and the UCC's Ministerial Excellence, Support and Authorization team (MESA) cooperate by collecting best practices to support the implementation of such requirement, study and training as a witness by July, 2019.

Our committees are proposing the following actions be taken by the PNCUCC:

1. Institute broadscale anti-racism training: board, staff, committees, pastors, congregations.

- [Church Development Committee](#) - Will endeavor to support churches with financial resources for anti-racism training.
- [Committee On Ministries](#) - Will work towards requiring anti-racism training for all pastors.
- As a Conference, we will offer training to all congregations, congregational leaders (lay and ordained) to support the work of dismantling racism.
- [Board of Directors](#) will consider the establishment of an Equity Advisory body.

2. Provide wide support for BIPOC (Black, Indigenous, People of Color) pastors, chaplains, specialized ministers and MID (Members in Discernment).

- [Committee on Ministry](#) -
 - Provide a safe space for Pastors of Color for counseling and support.
 - Provide meaningful mentorship for Pastors.
- [Stewardship Committee](#)
 - Create a fund to contribute to an additional financial package for Pastors of Color.
- [Churches](#)
 - Decreased time between sabbaticals for Pastors of Color.

3. Promote the hiring of BIPOC people in leadership positions within the PNCUCC.

- Board of Directors
Consider the establishment of an Equity Advisory body to serve with Conference Ministry teams to further the commitment to dismantle all forms of racism in ourselves and in our systems of operation.
- Educational Ministries Committees
Consider the development of programs to prepare predominantly white congregations for hiring Black pastors.

4. Create forums for honest discussions.

- It is our intent to model and provide support for ongoing conversations about issues of racism. The Dismantling Racism Team, a subcommittee of the Justice Witness and Ministry committee, will endeavor to provide ongoing support to congregations as they create spaces for these honest discussions.
- The Educational Ministries Committee or designated body will develop a curriculum that teaches holistic, truth-telling curricula that presents BIPOC content as it relates to the history of the UCC church.

What might Reparations look like for you as a white-presenting individual?

“we need a r/evolution of the mind. we need a r/evolution of the heart. we need a r/evolution of the spirit. the power of the people is stronger than any weapon. a people’s r/evolution can’t be stopped. we need to be weapons of mass construction. weapons of mass love. it’s not enough just to change the system. we need to change ourselves. we have got to make this world user friendly. user friendly.” - Assata Shakur

Deeply reflect on the ways you, as a white presenting individual, participate in racism personally, in your communities and in your church. Acknowledge your personal racism and begin the uncomfortable journey towards anti-racism, knowing that the journey will never end. We as white folks can do this work through education and study, as individuals and in small groups.

Personal inquiry: What might it look like for you to offer reparations right now. Make a list of organizations and individuals doing the work of systemic anti-racism change in your community. Make a commitment to develop deep relationships with those individuals and organizations allowing that relationship to guide your participation in their ongoing work and your financial contributions.

What does Reparations look like for your church?

Each individual congregation knows what is the most urgent next step on the road to reparations for their church community and the area in which they live. Look at the structure and practices of your church with the understanding that the church comes from a white supremacist history. Analyze how white supremacy shows up in the culture of your work so that your congregation can make changes that will allow for your congregation to reframe your place in the world: elevating people of color and diminishing white privilege. Look into your church history and recognize the damage done in the past to people of color. Consider the land your church is on in relation to indigenous peoples. Dig deep and learn the history and practices of your church’s story, practices that have been harmful and have hurt others and the environment. Work to correct these

injustices. Make past mistakes public, apologize, and make a commitment to continuing the journey of dismantling the racism and racist systems that currently exist.

Develop relationships with people of color in your community. Actively engage in listening and learning to understand how you can best contribute to the collective work for racial justice. Take the time and make it a priority to develop these deep relationships that support the fullness of each person's humanity and our collective humanity.

Encourage members of your congregation and your congregation as a whole to connect with, build relationships with and commit resources of time, energy, and money toward groups working to advance comprehensive reparations demands.

Pastors of color in white churches have huge challenges. They need additional financial support, meaningful mentorship, and more sabbatical time as they walk their truth in a white-dominate culture world.

As a church use all this information to determine what Reparations would look like for your church. This new path needs to be deep. It may include changes in your bylaws so your governance is inclusive. It may include changes in the way you do church, changes in the service, changes in the way your church looks, changes in the way your church is seen by the community. Incorporate this work into your church's mission so it becomes part of your culture and your future as a faith organization.

[“We value the ability of individuals and systems to change in ways that make racial justice possible. We seek lasting, positive change that redefines personal/relational/systemic ways of being and behaving. We support ourselves and others through the inevitable discomfort, tension, and uncertainty that precedes change and rebirth. We understand and support the developmental process of individuals, communities, and systems.” - Eastside For All](#)

Conclusion

As members of the PNCUCC, we invite you to begin the work of anti-racism and move towards reparations, where you are, on this day and at this time.

Repentance is not enough. Zacchaeus was a collaborator with the occupying Roman authority, and by adding his own extortionary fees, he plundered the wealth of his neighbors and enriched himself. Jesus encountered him and shocked the crowd by going to his home. Salvation came to the house of Zacchaeus on that day. He proclaimed, Zacchaeus stood there and said to the Lord, “Look, half of my possessions, Lord, I will give to the poor; and if I have defrauded anyone of anything, I will pay back four times as much” (Luke 19:8).

Zacchaeus had not personally designed the unjust system of Roman taxation. But he had not denounced it either; he had participated in it and profited from it. So Zacchaeus did not merely repent of his ways; he made restitution. He set up what we might call a “Zacchaeus fund” in order to restore what belonged to his neighbors. Are we willing to do the same?

Appendix

National:

[A resolution from National Synod 2017](#)

Letter from UCC Council of Conference Ministers

October 2020

Dear Members of the United Church of Christ:

Grace and peace to you in the name of our Savior Jesus Christ.

In August the National Setting of the UCC committed to hire a consulting firm to lead them through “an objective racial equity assessment” to hold the national setting of the church accountable to the ideals the church has espoused regarding racial equality and inclusion.

We recognize that the history of the UCC includes a wide array of narratives: those of myriad immigrants, formerly enslaved persons, colonists, indigenous communities, and more. Our predecessor bodies included abolitionists as well as slave owners; those who believed that racial inequality was established by God, and those who affirmed God-given racial equality with passion and fervor. Our predecessor bodies included those who pressed for the forced assimilation of indigenous peoples as well as those who stood in solidarity with and advocated on behalf of indigenous people. Our history contains the very best of American history regarding racial equality and it contains some of the worst. As a body made up of myriad traditions, theologies, languages, and geographies, our predecessor bodies reflected the society and time around them. Yet out of that complexity and contention arose something new: a movement of unity in the face of difference, our United Church of Christ.

The tragic events we have witnessed in 2020 have magnified awareness of the disparities in our church and society based on race. The Council of Conference Ministers affirms the commitment of the national setting to racial equality and inclusion and recognizes the need to engage in our own process of critical self-reflection. Therefore, in this moment, the Council of Conference Ministers invites the congregations and members of our conferences to recognize and affirm our call to:

- Consider anew how racism has divided us, damaged and at times destroyed our siblings in Christ, and broken the bonds of peace;
- Ask for forgiveness for our silence in the face of racial injustice;
- Take responsibility for our part in the struggle for racial justice;
- Recognize the political, theological and spiritual diversity of our congregations and to heed the great commandment of Matthew 22:37 to love God with all our souls and with all our minds and to love our neighbors as ourselves;
- Witness to the transforming power of Jesus Christ by engaging in deep self-reflection to “remove the log from our own eye” (Matthew 7:5) so that we may become more aware of our own racism and repent of it;
- Build processes of racial inclusion and equity in church membership, leadership, and service; and
- Engage in the sacred work of dismantling racist structures and white supremacy where we find them in the church and the community.

As Conference Ministers, we are on this journey with you; and will facilitate and support this work by providing resources that will enable reflection, dialog and action in addressing systems of institutional racism and white supremacy. The reflection and engagement will be different in each conference depending on its unique histories and narratives.

Our covenant is that we will move into self-reflection and clear-eyed conversations with open hearts to hear one another without fear or judgment. We understand that talking about racism, white supremacy and privilege in the church is difficult. However, due to our shared commitment to the gospel of Jesus Christ, and in response to God’s invitation to unity, we are empowered to engage in these daunting and uncomfortable conversations. May we do so, as we are led by the Holy Spirit as God’s people.

With Grace and Gratitude,
The Council of Conferences Ministers
United Church of Christ

Statement from the PNCUCC Board of Directors June 2020:

The Board of Directors is committed to dismantling racism while expanding our understanding and awareness of the impact of racism and other intersectional oppressions such as classism, homophobia/homophobia, transphobia, and misogyny. White supremacy and dominant culture are realities in our Conference, and as an expression of equity, the Board is committed to developing and using an anti-racist lens in our work.

Anti-Racism Resources

- [People's Institute for Survival and Beyond Anti-racist Principles](#)
- [Organizations to build relationships & support](#)
- [Reading/book group discussion list, and here.](#)

Resources from the National UCC website:

- [A New World-A New Church: Anti Racism Training](#) (revised 2007)
- [Financial Reparations: A Just Response to the Persistent Economic Effects of Slavery, Segregation, Discrimination and Racism](#)
- [Pastoral Letter on Racism 2008](#)
- [Sacred Conversion on Race Resource Guide](#) (NEW)

Multi Racial Multicultural Resources

- [Becoming a Multiracial and Multicultural Church](#)
- [Multiracial and Multicultural Glossary of Terms](#)
- [Pronouncement Calling Upon the UCC to Be a Multiracial and Multicultural Church](#)
- [A Church for All People: Becoming a Multiracial and Multicultural Church Bible Study](#)

Learn more about our [Sacred Conversation on Race](#) and [racial justice](#).

- [White Privilege, Let's Talk curriculum](#) (UCC)

Contributors: UCC Board, Reparations Team, Dismantling Racism Committee, PNC UCC Committee members, Jubilee members, Rev. Nathaniel Mahlberg, Rev. Kathlyn James, (will be more people added as time continues)

Pacific Northwest Conference News, Mary Stamp

We began publishing in print in 1988 as a conference “wraparound” for the national United Church News and eventually moved to publishing quarterly online only at pncuccnews.org about PNC life, programs, ministries, people and witness. We include a digital newsletter for congregations to print for members. We announce each issue through our email list, pncucc.org, the Pacific NW Conference News Facebook group and the Pacific Northwest Conference-UCC Facebook page.

Stories report on PNC committees, local churches, camps, global partnerships, justice and witness ministries, stewardship, mission and evangelism, national representatives, retreats, youth events, pastoral changes, people news, Annual Meeting and ecumenical/interfaith efforts.

The 2020-21 stories include a profile on moderator Hillary Coleman, Magnolia UCC’s neighborhood outreach, the Climate Change team, Pilgrim Firs’ transformation as an isolation/quarantine center, Courtney compiling a book from Lenten reflections online, solidarity with fruit workers in Yakima, Camp Campaign exceeding \$400,000 goal, Tolt and Dayton UCC food outreaches, the virtual Annual Meeting, participation in Black Lives Matter vigils, moderators’ meetings, Families at Camp and storm damage at N-Sid-Sen, Walla Walla’s anti-racism statement, 16 participate in virtual pilgrimage to Colombia, congregations building microhouses and advocating for the homeless, and much more.

Our hope is that when church and PNC leaders receive emails that new editions are online they will copy articles for bulletin inserts, include them in newsletters, add links on their website and spread the word by email. They may also print the pdf files for members who do not have access.

The UCC News editor participated on a PNC Communication Committee to review PNC communications.

Minutes of Annual Meeting 2019

April 27, 2019

9:11am Call to Order

Wendy Blight, Moderator

Welcome to our sacred space settled early by our indigenous people and throughout the generations.

A gathering of One Spirit for us all.

Theme is Many Gifts and One Spirit

Hillary Coleman, Vice Moderator

Agenda Business

- Establish Quorum: 245 delegates and 45 churches so we have a quorum.
- We celebrate the pastors present and thank you for your work among us.
- Specialized Ministers. Past Moderators, Retired Ministers. Encouragement, efficacy, praise and support to help us move forward faithfully. Members of Discernment. New clergy. Laity...who get the jobs done! The "conference" is all of us. New delegates. Staff: Mike D., Courtney, Mark B, Arlene Wade, and Andy.
- Introductions, grant voice w/o vote
 - Delegate Orientation

Conference Minister Report

Rev. Michael Denton

Mike is one of the longest serving conference ministers in our denomination

- We are entering into a make or break moment for our Conference. Mostly, as I have been participating throughout the Conference, I feel overwhelmed by the fragility of our Conference and our entire the world. Looking back, I see our lack of responsibility or our lack of courage to persevere. We are always looking for doing something the right way. Some subtle or not subtle at all choices have been made. Who is responsible, who? Where do we seek approval from the powers and principalities. Every single marker is not a problem we can solve...yet, it is hope, life and peace that passes understanding and gives us courage to go on. If we can continue these conversations for the morning, and then continue to have these discussions throughout the year amidst our committee meetings and in our local churches, we will do well!

Moderator's Report

Wendy Blight

- Annual report for the BOD: What we worked on. What we hoped to work on.

We wanted to structure using limited resources, yet working in a positive and constructive way to increase our relationships with each other and then throughout the Conference. Our churches are feeding the hungry, providing shelter, advocating for the incarcerated. We are doing amazing and abundant ministry in a myriad of settings. Our pitcher is overflowing. Taken together our individual ministries have a tremendous impact on our world and bring us closer to God's dream for community.

The Board's priorities for this year have been:

- Deepening connections with clergy and colleagues
- Deepening connections within and between all congregations.
- Deepening connections between our churches and our communities.
- Improving communications throughout the whole conference.

The world needs our story of lifting up, of hope and celebration. May we live into that.

Budget Presentation

Ann Lev, Chair. Martha Baldwin,

Treasurer

From singing to struggles and joys to pledging. How many looked at the budget numbers? We took a look at our budget and have decided to fund that which we need in order to do the work of the Conference. Let's look into it briefly. Those who want to look into it more deeply are encouraged to attend the budget hearing.

Income and Expenses can be reviewed on the detailed budget pages.

Ministry Resource Committee

Dee Eisenhauer

Presentation of Nomination Slate. There are many opportunities for your service and dreams. Please contact me, or any member of the MRC to nominate an individual for these opportunities. Will the members of the committee please stand so that folks will know who you are.

Green New Deal Resolution

Terry Teigen

We are in a time where we can take nothing for granted. Folks who live on the margins there is little security. It is season for not taking things for granted. All of our gifts are needed to commit to the changes that must be made. We no longer take your gifts for granted.

There are still a few openings that are needing to be filled to continue our ministry as a conference to keep it vital and going forward. No nominations from the floor, so please consider where you can best serve, talk among yourselves and bring the MRC their names.

We have a right to live. Congressional issue arose, Green New Deal...our denomination through General Synod have the opportunity to stand up for this issue. Now is the time for our denomination to recognize that the world is God's creation and we must heal our planet. We can vote on this today and be part of this New Deal, we have the resources, we can lead our denomination by carrying this to General Synod Supported by JWM of our Conf. There is a hearing at lunch and we will vote later this afternoon.

The Dance of Inclusion

Steve Claggett

The beginning of transformation is telling our own stories. Village of Hope in partner with Plymouth and Bethany to work with folks touched by the sun and the issue of injustices to people in our community. Mary Flowers, Human services Dept. City of Seattle organizer of People's Institute Northwest. There is no longer an excuse to ignore, the job is to tell shite people to wake up! We need to "Tell the truth!" IT IS TIME. Rev. Rick Derksen, Mennonite, organizer of People's Institute Northwest, and European "Dissent". "I no longer ask myself, am I a racist, but ask how does my racism affect others and manifest itself in my world and work?"

A Time of Listening, Reflection and Support for our Clergy of Color

Wendy pledges, as leader of this conference, this will not be the only or last hour for a discussion. Asks for us to keep her to her word. It is now life work. Take this conversation to the next level of leadership. Take this home to our congregations and keep the conversation going. We need to have a major change in our nominations for leadership of this conf.

Rev. Kelle has been at Plymouth UCC Seattle for 5 years. She has spent many hours coming to terms of this call. God offers us liberation. The welcome of our churches and Conference has been partial. Together let us have a time of reflection, healing and walking together through the stations provided throughout the room. First is a bowl of coins. Pick one up and hold it. Ask how has this coin affected lives? Then drop it in another bowl. Another station has strips of cloth symbolizing the rented cloth of the Temple when transformation was begun even before the resurrection. Pick up a piece of cloth...tear it, and leave it there. Know that there is hope. Next is a bowl of stones. "The stone was rolled away for the resurrection to occur". Take the stone with you for a reminder. The final station is communion. Come for all things are ready.

LUNCH BREAK Rev. Jill Komura. The Christmas People who provide food for homeless shelters in County has provided our lunch. Blessing Rev. Diane Schmidt

Speak Out (subjects)

Mission of 25 to Puerto Rico. "Your job is to give hope."

Women's Weekend Mother's Day at Pilgrim Firs

1619 council forebear of June 1st Plymouth UCC

Environmental activist needs housing for a period of time. Contact Tim Divine

Traveling exhibit of the story of environmental concerns for earth.

Jr Hi Aqua Camp. One week of summer camp is worth a year of Sunday School. Time to live with, join with, play with, consider life and God. Come to Camp.

Conference News and Fig Tree Paper: sign up with email in the resource center

Revised Manual on Ministry, copies on registration table. Can also be downloaded from ucc.org.

Friday May 3rd climate strike. Support our youth in their fight for environmental change.

140 year celebration at Westminster in Spokane.

Shalom UCC coalition for working with Immigration issues. Film: So Close to America

Poor People's campaign website: WApoorpeoplescampaign.org

Stewardship Awards

- Largest OCWM gifts per congregation~~~ golden cups
- Per capita increases ~~~golden ladle
- Highest increase~~~ golden whip
- 5 for 5 certificates
- Acknowledgement of Stewardship Committee

Minister for Church Vitality Report

Courtney Stange-Tregear

It's not about what I've done in the last year; it's about what we've done in the last year. Courtney shared what we have done in the last year within our Conference and among other Conferences.

Another outer circle was added to our diagram: Congregational, Collegial. Community - demonstrating our dependence and interdependence.

- Pilot program launched a Strengthen the Church. Challenges for churches who need support to help with program, buildings, consultants. However, we have resources within our Conference to do the work and walk with folks in their new ideas. To provide: Encouragement. Vision, and Support. We hope to bring 3 more churches into the program this year.
- Grant application was made to apply for aid.
- Another highlight this year was the Weaving with Wonder Lenten Devotional. 150 email/300 social network/ day. A member or friend of Conference contributed their stories about deepening relationships. At the end there was an evaluation. We had a great response and effect...over90% had a positive feeling about the project. Do you feel more connected today than in previous years? Over 80% positive responses. It impressed on me, even more strongly than I had previously felt, how important it is that we share our personal stories. It is the power of all of us together that makes our Conference a place of vitality... our churches are growing in vitality.
- The work isn't done! There is going to be more coming. One day is not enough so look for more information about October 18 and 19. Just save the dates. You will want to be there!

Church Development Committee

Steve Davis

This committee has 2 distributions a year. You must apply for assistance through this committee with proposal and estimate of cost to make your dreams a reality. We are here for you. This year Loaves and Fishes award was given to Eltopia...generosity is contagious. Mustard Seed Award to First Congregational Church in Bellingham for their "Ground Floor" project: remodeling the

church basement and partnering with NW youth Services, offers job counseling, mental health and substance abuse counseling. Showers, clothing bank, washer and dryers, and a place to rest, hang out and relax.

Delegate Orientation.

Jim Castro-Lang Parliamentarian

All ordained folks have right to vote. Delegates from congregation also have right to vote.

Voice without vote granted to Charles Blaisdel, other clergy and guests, retired in 4-way covenants with UCC; and visitors: Motion Second Passed.

Manual on Ministry Presentation

Lois Farnsworth

16 members voted in 2013 after application to work on MOM. It is an ecclesiastical document.

Revision of the 1986 MOM were made because of many redundancies. Alternative paths for ordination. More bi-vocational, part-time clergy and, older population. This requires a need for it to be revised. Common, language, common basis of call. The document was written for the laity/ congregation member to understand so the tool will be useful to local church and search committees. It has been reduced to 3 sections: #1 Your Theology with assessment tool; #2 Call to Discernment, Standing, Lay Ministerial Standing. Authorization. Support and Accountability; and #3 best practices. You can check it out online.

Communities of Practice Report

Tara Barber

Corinthians 12: No part of the body is expendable. For example, the grey wolf in Yellowstone. Such is the function of the CoP. Do you see me? Recognize the work I do? Do you recognize all the gifts we have to offer? 17 of conferences have CoP in our denomination. It is essential, yet it isn't claimed by a "body" of our conference. We are asking whether it is really essential for PNC? Are we willing to make an investment in our leaders? How can we have good programs sustained? The leaders of the CoP groups were acknowledged. A task force has been established to wrestle with how the next chapter of CoP might come into being. Jennifer Castle led a prayer for the clergy of our conference and the further discernment of the part they play in it and with us.

Camp Directors' Reports

Wade Zick: Purpose statement: from BOD and PNGW folk "*Sacred oasis for community and creativity*". A year of growth with a youth service camp (Chicago); youth from Planned Parenthood; 4 other new groups. An increase in revenue. Needs: buffer from nearby clear cutting; deferred maintenance for septic and Huckleberry; replace camp car, gator and riding mower.

Mark Boyd: The Community of N-Sid-Sen (community within community) is a place to deepen relationships in a safe place. "Partner" (*outside*) groups come to NSS. It is changing their perspective on their ongoing relationship with NSS. Lady of the Lake dance group; Sr. Hi Unitarian Universalists; Montessori groups (1-3 increase); weeklong Sufi group among others. Financial growth slowed last year but increasing again this year. Needs: overnight shelters on east side of highway; improved well in cove; golf carts; and development of a management plan-including timber, creeks, wetlands, waterfront and sacred spaces. Suggestions: Link Camps to our churches' websites for ease of access.

Business of the Conference

Vote on Budget

The budget was presented without additions or amendments. No second needed. Passed.

Vote on New Green Deal Resolution

Report on hearing. Unanimous decision. How do the church and government coexist? Didn't want to cause divisions among folks in conference. Motion is in place from JWM. No second needed. Passed.

Vote on Nomination Slate

Additions to slate given. What do you do if you decided “I should have volunteered”? Call/email Arlene or a member of MRC. Move to present the slate of volunteers. No second needed. Passed.

Vote to Adjourn at end of worship today Moved, seconded, passed.

Thank you for your participation in this meeting. Deepening relationships is risky but so worth it.

Next gathering of the conference will be in October 2019.

Next year’s Annual Meeting, AM20, will be a weekend event at Westminster Congregational Church in Spokane.

Thank you to Bellevue First Congregational Church for extending such wonderful hospitality this year.

Blessings and Peace.

Respectfully submitted,
Kathleen Morgan, Scribe