

ELT Minutes

October 19-20, 2015

Location: Habecker Dining Commons, Room A

Monday – October 19, 2015

At 7:00 pm, the following were present for the evening session: Interim Bishop Todd Fetters, Tomra Cardin, Randy Carpenter, Sherwood Cook, Janis Creason, Gary Dilley, Todd Rhoades, Andrew Sikora, Kevin Smith, Robert Tobey, Greg Voight and Mark Wilson; Directors Jeff Bleijerveld, Steve Dennie, and Marci Hammel; Recorder Cathy Reich; guest Mark Vincenti.

Introductions. Members introduced themselves and gave a brief “Because of Jesus...” testimony.

Devotion and Prayer. Bishop Fetters opened the meeting with a devotional based around John 3:8 which he introduced as a theme for the coming two years. Mark Vincenti led in a time of focused prayer, inviting the Holy Spirit to bring a fresh wind over the denomination and its vision.

Tuesday – October 20, 2015

At 8:30 am, the following were present: Interim Bishop Todd Fetters, Tomra Cardin, Randy Carpenter, Sherwood Cook, Janis Creason, Gary Dilley, Todd Rhoades, Andrew Sikora, Kevin Smith, Robert Tobey, Greg Voight and Mark Wilson; Directors Steve Dennie, and Marci Hamel; Recorder Cathy Reich.

Business Session. Bishop Fetters informed the team of the history of the officers to the ELT and the recent Discipline change, allowing for the bishop to not serve as the chairperson. He opened the floor to nominations.

Election of Chairperson. It was moved and seconded to nominate Interim Bishop Todd Fetters as chairperson. It was moved and seconded to close nominations. The motion carried. The motion carried to cast a unanimous ballot for Todd Fetters as chairperson.

Election of Assistant Chairperson. It was moved and seconded to nominate Gary Dilley as Assistant Chairperson. It was moved and seconded to close nominations. The motion carried. The motion carried to cast a unanimous ballot for Gary Dilley as chairperson.

Election of Secretary. It was moved and seconded to nominate Tomra Cardin for secretary. It was moved and seconded to close nominations. The motion carried. The motion carried to cast a unanimous ballot for Tomra Cardin.

Appoint Executive Committee. It was agreed that the executive committee would consist of the assistant chairperson, secretary and one at-large member of the Executive Leadership Team. Motion was made and seconded to open the nominations. Nominated were Greg Voight, Andy Sikora and Janis Creason. Motion was made and seconded to close nominations. The motion carried. Ballots were distributed. The ballot result was Greg Voight. It was agreed that the three-person executive committee would self-organize in selecting its own chairman, assistant chairman and secretary, per Discipline.

Approval of Minutes. It was moved and seconded to approve the National Conference minutes, with the addition of the roll call, the August 10, 2015 ELT minutes, and the August 24, 2015 ELT minutes as distributed. The motion carried.

Bishop's Report. Todd added to his written report by informing that clusters have begun the year with their curriculum of prayer. He informed that he plans to utilize the cluster leaders in the stationing process whenever possible. Further, he is utilizing Dr. Mike Dittman to be the contact person for cluster leaders for monthly phone calls and prayer, and resource person for the annual training sessions. Bob Tobey asked for clarification of Discipline for members serving on both the PMLT and ELT. It was affirmed that Discipline does not prohibit this.

Review of Directors' Activity with Q&A.

Director of Education | Dr. Sherilyn Emberton. Sherilyn stated that HU has the highest enrollment since 2010, 123 of whom are UB students. She yearns for UB families to embrace the HU campus more fully and invited pastors to visit their students. The two new programs are up and running well, the Ag program and the Townsend Institute. She reported that the city of Peoria, Arizona, has invested \$2 million seed money toward what would be a school of digital media arts. Inquiry was made as to the UB office renovation project. It had been sidetracked, but she and Bishop Fetters are hopeful to get it back on the table.

Director of Global Ministries | Rev. Jeff Bleijerveld. At this point in the meeting, Jeff Bleijerveld was present and gave updates on mentoring and discipleship progress with the addition of Frank Yang and David Kline to the GM staff. He shared a Global Kids curriculum that has been developed by Donna Hollopeter and Jennifer Burtnett; updated on Macau working with Discipleship Essentials; Central America's "build" program and India working with business as mission opportunities.

Director of Communications | Mr. Steve Dennie. Steve referred to his report and gave credit to David Kline for his availability to take over many of the IT assistance requests for office staff and computers.

Director of Finance | Ms. Marci Jo Hammel. Marci presented her report.

Business Session

Approval of Budget. Marci explained that the recommendation for bishop's salary will be discussed and approved during the Executive Session and will then be in addition to the budget as presented. MSC to accept the budget as presented.

Approval of Pastoral Compensation Guidelines. MSC to amend the report, omitting 1-5 years, 2 weeks vacation and change to 1-10 years, 3 weeks vacation. Rationale for the change is to affirm the need for pastors to rest and refresh. MSC to accept the report as amended.

Approval of Housing Allowance. MSC to accept the housing allowance proposals as submitted.

A brief recess was given.

Appoint member to Higher Education Leadership Team. Kelly Savage, long-time HU Board member and chairperson, is ending her term before its expiration in 2017. Interim Bishop Todd Fetters moved to nominate Kristi McConnell as replacement to the HELT. The rationale included that she is from Michigan, a UB church, has served as delegate to National Conference and her son was student senate president recently. She had been asked if she would be able to serve and after prayer agreed to be available. After support and discussion, the motion passed.

Discuss and Appoint a Task Force on Human Sexuality. Todd reviewed the recommendation as submitted by the National Conference in July of 2015. He then suggested a timeline as follows: (1) Preliminary report

by October 2016; (2) Full report by April 2017. He opened the floor for discussion. Clarification was made that this team's work would be in addition to the work being done by the PMLT. Dr. Emberton was asked to speak to the subject. She underscored the fact that state funding and accreditation can both be affected by the changes coming due to these topics. She suggested that having a millennial on the task force would be of paramount importance as well as a strong interpretation of scripture. She reiterated the value of the denominational framework for the university. A listing of important tasks as well as names to consider were offered. It was determined that within 30 days these persons would be contacted and an online vote would take place to affirm the appointments. Andy Sikora was affirmed as the ELT representative to this team, and Dr. Emberton would seek an HU student to fill a seat on the task force.

Executive Session with the Bishop

Lunch at Habecker Dining Commons, Room C

Executive Session without the Bishop

The meeting was adjourned at 3:00 pm.

Approved 4-19-2016

April 18-19, 2016

Location: Habecker Dining Commons, Room A

Monday – April 18, 2016

At 6:30 pm, the following were present for the evening session: Interim Bishop Todd Fetters, Tomra Cardin, Randy Carpenter, Sherwood Cook, Janis Creason, Gary Dilley, Todd Rhoades, Andrew Sikora, Dennis Sites, and Robert Tobey; Directors Jeff Bleijerveld, Steve Dennie, Mike Dittman, Sherilyn Emberton and Marci Hammel; Recorder Cathy Reich. Kevin Smith was absent due to a work schedule conflict; Greg Voight and Mark Wilson both had deaths in their family or congregations.

Scripture and Focused Prayer. Bishop Fetters opened the meeting by introducing Dr. Mike Dittman, Director of National Ministries. Mike shared the portion of the Lord's prayer "Give us this day our daily bread" and led in a time of focused prayer.

Bishop's Report with Review of Directors' Activity with Q&A.

Director of Education, Dr. Sherilyn Emberton. Dr. Emberton extended an invitation for team members to bring prospective students with them when they come for these meetings. Her staff will care for them the entire visit. She gave a verbal report on the upgrade to Forester Glen, and introduced the next project, a Welcome Center. She further updated on the status of the future merger with the Evangelical Theological Seminary that will be presented later this week to the Huntington University Board of Trustees. She announced that the Townsend Institute will not continue under that name, but will now be called the Huntington Institute. Dr. Townsend had interest in taking his program to other universities. The Peoria, Arizona campus is ready to accept students and is an exciting venture. A brief question and answer time followed.

Director of Global Ministries, Rev. Jeff Bleijerveld. Jeff reported on the expansion into Liberia. The Sierra Leonean conference has been shepherding this group and doing a great job. Global Ministries is ready to send their first people into Shang Rai. As well, a couple from Honduras will join the team after introduction to our churches in the states. Work is taking place to mobilize a medical team for Sierra Leone Mattru hospital with the goal of naturalizing the effort after a time. The GMLT is working toward policy governance system. In

the midst of this effort, a formal relationship with Canada was unearthed. Jeff explained the reasons for and the processes of combining both Canadian and US representation on the GMLT. The formal relationship was formed in 1992.

Director of Ministerial Licensing, Rev. Gary Gates. Todd updated the ELT regarding the action that the PMLT took regarding the ELT's request concerning same-sex marriage. The PMLT decided that since there is now a task force working on this effort, they would wait for those results so that what is added to the ministerial handbook would be consistent with the task force wording.

Director of National Ministries, Dr. Mike Dittman. Todd thanked the ELT members for their input on Mike's coming on board in this role. Mike introduced himself and his heart to the team.

Director of Communications, Mr. Steve Dennie. There were no updates to Steve's report.

Director of Finance, Ms. Marci Jo Hammel. Partnership fees are showing an increase this year mostly due to a couple churches catching up on their giving. \$124,000 was moved from pension into the defined benefit program due to the death of the last pension participant.

ACTION: MSC to change the savings account for Inventory Reserve to General Fund.

ACTION: MSC to heartily approve housing allowance for Dr. Mike Dittman as \$16,076.85 of the total cash compensation, for April to December, 2016.

ACTION: MSC to approve the following resolution:

The ELT hereby certifies that former ELT member, and current realtor Duane Herlein is authorized to sell, assign and endorse for transfer, Michigan properties, including but not limited to the following: 1313 North Fairview Avenue, Lansing, Michigan 48912; 107 Beech Street, Freeport, Michigan 49325; and 106 Cherry Street, Freeport, Michigan 49325, for and on behalf of the Church of the United Brethren in Christ, USA.

Bishop's Report Continued. Bishop Fetters gave updates: The sale of the Arizona property did not materialize, so we continue with a church leasing the building. Traverse City church building has transferred to the national office as the church has closed. One ministry is renting the facility one night a week, and another is interested in two other days during the week. There is a similar situation in Harrisonburg with renters of the facility.

To continue his report, Todd underscored three current prayers, "Come Holy Spirit;" "Lord help me see the UB church for all she is;" and "Lord give me understanding, discernment and wisdom." As he sees it, the bishop's role is about imagining the wind of the spirit, blowing the UB church toward greater fruitfulness of strengthening healthy churches and starting new ones.

Transitioning to a new pastor is a critical leverage point for our office. We can go in and walk alongside them; what can we add that is of value? Health assessments? How prepared are they for their next pastor? Pastors in crisis continue to be a concern. We help the church leadership come alongside and care for them.

Expanding role of the ELT member. As there is need regionally, ELT members have and will be called on to assist as it is appropriate and helpful.

Expanding role of the Cluster leader. Again, in regional situations, the cluster leaders are being called on to have a greater role in the authority structure of the denomination.

Report on Ebenezer voting. ELT member, Janis Creason, reported that 71 out of 120 members present, voted to withdraw so the motion failed. Todd affirmed that much work will need to be done to help this church heal.

He will be working directly with the pastor and the leadership team.

NAE/Lilly grant. Todd reported that the UB denomination is one of 3 denominations asked to be part of a project that is designed to give financial assistance to pastors in strategic ways. The total grant is 28 million dollars. The ELT expressed gratitude to Todd for his future work on this project.

Church planting will be the main topic for the day tomorrow. Todd asked ELT members to consider the following question prior to the discussion:

What do you think needs to happen to ignite a passion, devotion and a vision for church planting in the United Brethren church?

Tuesday – April 19, 2016

At 8:00 am, the following were present: Interim Bishop Todd Fetters, Tomra Cardin, Randy Carpenter, Sherwood Cook, Janis Creason, Gary Dilley, Todd Rhoades, Andrew Sikora, Dennis Sites, and Robert Tobey; Directors Jeff Bleijerveld, Steve Dennie, Mike Dittman and Marci Hammel; Recorder Cathy Reich.

Scripture and Focused Prayer. Mike led in a time of prayer focusing on the heart of the believer.

Approval: Minutes, October 19-20, 2015. MSC to approve the October 19-20, 2015 minutes as distributed.

Update and Action: Defined Benefit Plan, Mr. Dennis Zimmerman. Bishop Fetters introduced Mr. Dennis Zimmerman, of Zimmerman Financial. Dennis presented a written proposal from the Investment Committee and fielded questions regarding a change in the Defined Benefit program and 403b retirement programs. The overall purpose of the proposal is to freeze the defined benefit plan for those currently involved; and to enhance the 403b to offset the freezing of that plan. He explained that for the largest majority of our pastors, it will prove to be an increase in their retirement benefit. For a very small number, it will be a small loss. The investment committee felt that the UB church is at an opportune position to make this switch, giving the majority of our pastors an increased fund for their investment.

ACTION: A motion was made and seconded to adopt the proposal as presented. A motion was made and seconded to amend the motion to include an effective date of January 1, 2017. The amendment carried. The motion carried.

NEXT STEPS: Gary Dilley recommended that the national office encourage pastors to set appointments with Dennis Zimmerman to have the discussion about their own portfolio. Also it was recommended that the national office encourage continued church participation in the pastor and staff pastor retirement funding. It was suggested that it be communicated as a good move on the part of the denomination and the older pastor to help enhance the younger pastor's package.

Janis Creason led in prayer for Dennis Zimmerman and the investment committee.

Discussion: Nominating Committee. Bishop Fetters handed the floor over to the Vice Chairman, Gary Dilley to lead discussion regarding the Nominating Committee in light of recent pastoral changes, both geographically and vocationally (namely, Rocky Spear moving from East to North Region; Tim Hallman leaving pastorate for community position).

ACTION: It was affirmed by all members of the ELT to allow the current Nominating Committee to continue as they are assigned, with the next opening on the team to be sought from the east region.

Discussion: Discipline Revision Process. A proposed process was distributed. Bishop Fetters introduced the topic and then asked Steve Dennie to speak to the proposal then opened the floor for discussion.

ACTION: It was affirmed by all members of the ELT that the responsibility for Discipline revisions and other



proposals coming before the National Conference rests with the Bishop's office. The internal policy statement was also affirmed as presented.

10 minute break

Discussion: Church Planting. What do you think needs to happen to ignite a passion, devotion and a vision for church planting in the United Brethren church? Each member gave their contribution to the discussion, all expressing affirmation to moving forward with developing a new mindset in the United Brethren church toward strengthening and planting churches that plant churches. It was agreed that a denominational strategy will be key to making this a reality. Mike Dittman led in prayer for the church planting movement.

Task Force Report: Human Sexuality Task Force, Dr. Luke Fetters. Dr. Luke Fetters was introduced. He distributed a written report and gave verbal updates on the progress of the task force since its inception. Subgroups have been assigned to tackle specific questions. The ELT members thanked Luke for the progress made, the plan devised, and for taking on the tough job of handling the sensitive subject matter. Tomra Cardin offered prayer for Luke and the task force members.

Lunch with the National Office Staff, Room C

Scripture and Focused Prayer. Mike closed the lunch with a call to pray, focused on "Lead us not into temptation."

Executive Session with the Bishop

Executive Session without the Bishop

The meeting was adjourned at 3:00 pm.

Approved on October 17, 2016

October 17-18, 2016

Location: Habecker Dining Commons, Room A

Monday – October 17, 2016

At 7:00 pm, the following were present for the evening session: Interim Bishop Todd Fetters, Tomra Cardin, Randy Carpenter, Sherwood Cook, Janis Creason, Gary Dilley, Todd Rhoades, Andrew Sikora, Dennis Sites, Kevin Smith, Robert Tobey, Greg Voight and Mark Wilson; Directors Jeff Bleijerveld, Steve Dennie, Mike Dittman, and Marci Hammel; Recorder Cathy Reich.

Bishop Fetters opened the meeting with greetings. Janis Creason offered a prayer for the evening session.

Devotions. Bishop Todd Fetters led a devotion from 1 Peter 1:1-2 regarding the church dispersed. He referred to a resource "The Church in Exile" by Lee Beach which underscores our identity in Christ as a church in exile. He introduced, through several texts, three commitments that will guide the UB church into the future: commitment to the gospel, commitment to unity and commitment to mission. He led in a time of prayer.

Approval of Minutes

ACTION: MSC to approve the April 18-19, 2016 minutes as corrected.

Approval of Budget

ACTION: MSC to approve the 2017 Budget as distributed.

Approval of Pastoral Compensation Guidelines

ACTION: MSC to approve the pastoral compensation guidelines as presented, encouraging churches to go over the recommended amount if able.

Healthcare Discussion. Bishop Todd Fetters shared an email from the UB Association for Church Development asking a question regarding health insurance for pastors.

Approval of Housing Allowance

ACTION: MSC to approve the housing allowance as proposed for Interim Bishop Todd Fetters, and directors Mike Dittman, Jeff Bleijerveld and Gary Gates. Of the total cash compensation, \$18,000 for Fetters, \$22,000 for Dittman and Bleijerveld, and \$10,720.44 for Gary Gates.

Bishop's Report. Verbal updates to the bishop's report were given. Todd informed that with the passing of Chris Little, the PMLT has chosen to not fill the vacancy on the team until after National Conference. Pen Mar's pastor has removed his resignation. An ordination for Todd Frederick was performed on October 15, at Sunfield, Michigan. Bishop Fetters referred to Regional Review Days for 2017. He encouraged ELT to attend the meeting for their region to aid in the discussion of discipline revisions prior to National Conference.

Todd re-visited the expanding roles for cluster leaders and ELT members from his previous report. He and Mike invite cluster leaders to join them in church conflict sessions. It gives immediate frontline help and also invests in leaders. It is an effective way of building long-term leadership skills. ELT member intercession is critical. It underscores the fact that as leaders we are never alone either.

Since the last meeting, properties have been sold at both Lansing and Freeport, Michigan. Todd further reported that since Bethel UB Church in New Castle, Pa. closed their doors in December of 2015, they have now sold their property to a not-for-profit group.

The meeting was adjourned at 9:00 pm with prayer.

Tuesday – October 18, 2016

At 8:30 am, the following were present for the morning session: Interim Bishop Todd Fetters, Tomra Cardin, Randy Carpenter, Sherwood Cook, Janis Creason, Gary Dilley, Todd Rhoades, Andrew Sikora, Dennis Sites, Kevin Smith, Robert Tobey, Greg Voight and Mark Wilson; Directors Jeff Bleijerveld, Steve Dennie, Mike Dittman, and Marci Hammel; Recorder Cathy Reich.

Scripture and Prayer. Dr. Mike Dittman referred to James 4 as he shared his heart for helping our pastors be centered on Jesus. He asked all present, "What do you think of first in the morning?" "Do you wake up wanting to spend time with Jesus?" He encouraged team members to walk in the Spirit, not in the flesh and then led with a time of prayer.

Skype Discussion with Dr. Luke Fetters re: Human Sexuality Task Force. Dr. Luke Fetters entered the meeting through Skype. Mark Vincenti, task force member, joined the meeting in person. Luke reviewed the work of the task force through distributed documents and fielded questions. Gary Dilley offered prayer, thanking the team for the work they had done.

Review of Directors' Activity with Q&A

Director of Education, Dr. Sherilyn Emberton. Vince Hauptert, Vice President of Advancement, was present to give verbal updates to Dr. Emberton's report. He shared that whereas in the past, church relations were performed by Paul Hirschy, they are now being done collectively as a group of university staff and faculty. Sheri-

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lyn has personally visited and spoken at several UB churches, led a workshop at the UB Women's Conference and hosted local UB pastors as well as involved in women's ministry at Emmanuel. ELT members expressed appreciation for their personal involvement with Dr. Emberton over the past season. Todd updated on the merger between Evangelical Seminary and Huntington University. He explained that it is currently on pause but moving forward intentionally. Todd encouraged the ELT members to be advocates of our university, by opening the door to the university at their churches and inviting their students to consider Huntington. Bob Tobey offered prayer for the university.

Director of Global Ministries, Rev. Jeff Bleijerveld. Jeff shared that the heartbeat of Global Ministries is to allow our United Brethren people to be on the frontlines of what God is doing around the world. He updated on the multi-cultural Thailand team, an expanding team in southern China; Sierra Leone hospital expansion and electricity project and the Global Ministries staff and resources. He affirmed that Global Ministries stand ready to help churches discover their missional DNA, and form effective mission teams. Randy Carpenter prayed for Global Ministries.

Director of Communications, Mr. Steve Dennie. Steve shared his enthusiasm for his current project of updating the UB History from 1981 to present. Much of his time has been spent researching and writing, with the final product to be ready at National Conference. Todd Rhoades prayed for Steve.

Director of Finance, Ms. Marci Jo Hammel. Marci referred to the financial reports, emphasizing that while partnership fees are showing a bit of a drop over the summer, she is expecting a return to the 95% level by the end of the year. She informed that she is encouraged by how our investments did this quarter. Janis Creason offered prayer.

Director of Ministerial Licensing, Rev. Gary Gates. Todd highlighted the fact that Gary is leading the work to include the licensing process as part of stationing new lead pastors who come to us outside of the UB church. The PMLT will be handling this issue at their fall meeting.

Director of National Ministries, Dr. Mike Dittman. Mike expressed his thanks for God's leading him to the United Brethren denomination. He echos Todd's prayer "Lord show us the UB church for who she is" with his own prayer "Show us what you have for the UB church." He shared his enthusiasm for helping bring spiritual health and vitality to our pastors by helping them assess their hearts for loving Jesus. He and Todd are committed to helping churches in making Jesus known in their neighborhoods and among the nations. Mark Wilson prayed for Mike and his work with churches and pastors.

Discussion Items. Bishop Todd Fetters introduced the brainstorming session regarding Clergy Financial Health. He informed that Gary Dilley is running point for this team that has been recently formed.

Gary informed that Lilly Endowment Inc. in Indianapolis gave a generous matching grant to the National Association of Evangelicals (NAE) to help address needs for pastor financial training and assistance.

UB's Clergy Financial Health Team consists of Janis Creason, Tom Datema, Joe Leighton, and Gary Dilley. They will begin their work later today. Gary distributed informational handouts and answered questions.

Bishop Todd Fetters closed the meeting with an invitation to lunch attended by the National Office staff. He offered prayer for the meal.

Lunch with the National Office Staff, Room C

Executive Session with the Bishop
Executive Session without the Bishop

The meeting was adjourned at 2:15 pm.
Approved by ELT on April 25, 2017.

January 12, 2017

Location: Internet, CCB

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Wednesday – January 11, 2017

At 12:00 noon, January 11, 2017, the following email was sent to ELT members:

Request for Discussion:

To voting members and advisory members of ELT:

Please respond with any discussion within 24 hours. Deadline: January 12 at 12:00 noon.

To voting members only:

After January 12 at 12:00 noon, we will call for a vote. Please do not vote until the call is given. Thank you.

RESOLUTION REQUEST

January 10, 2017

Rationale: We currently are in the process of switching credit card companies so that we can offer secure online payments in a more efficient and cost effective manner. The process of switching companies requires a resolution giving authority to Marci Hammel to perform such operations for the denomination.

Resolution:

The ELT hereby certifies that employee, advisory member and Treasurer of the corporation, Marci Jo Hammel, is authorized to sign documents on behalf of the Church of the United Brethren in Christ, USA, for the purposes of banking, investing and any other duties as is customary for a Treasurer of a corporation.

Discussion: There was no discussion, but 4 members gave positive feedback.

Thursday – January 12, 2017

At 12:00 noon, on January 12, 2017, the following email was sent to ELT members:

CALL FOR VOTE | VOTING ELT MEMBERS ONLY

ELT Voting Members:

Please reply YES or NO by January 13 at 12:00 pm.

RESOLUTION REQUEST

January 10, 2017

Rationale: We currently are in the process of switching credit card companies so that we can offer secure online payments in a more efficient and cost effective manner. The process of switching companies requires a resolution giving authority to Marci Hammel to perform such operations for the denomination.

Resolution:

The ELT hereby certifies that employee, advisory member and Treasurer of the corporation, Marci Jo Hammel, is authorized to sign documents on behalf of the Church of the United Brethren in



Christ, USA, for the purposes of banking, investing and any other duties as is customary for a Treasurer of a corporation.

The voting was closed at 9:00 am on January 13, 2017.
The resolution passed with 12 affirmative votes out of 12 voting members.

Approved by ELT on April 25, 2017.

February 28, 2017

Location: Internet, CCB

Wednesday – February 22, 2017

At 3:00 pm, February 22, 2017, the following email was sent to ELT members:

Please reply YES or NO by February 28, 2017 to the following as requested by Marci Hammel, Director of Finance:

We are writing to request a retroactive amendment to the Church of the United brethren in Christ USA, Inc. 403(b) Plans (G73347 and G75389) effective July 1, 2016. The purpose is to move the participation of licensed missionaries on assignment from G73347 to G75389. To accomplish this implement the following:

- 1. Change Section B1 of G73347 Other Eligibility to read “Eligible employee is any licensed minister on assignment, any licensed missionary on assignment who was hired before July 1, 2016, and any individual who has received a special license and is employed in a United Brethren Church and whose church pays the required assessment.”**
- 2. Change Section B1 of G75389 Other Eligibility to read “Non-Licensed Employees as directed by each Church and any licensed missionary on assignment who is hired after June 30, 2016.”**

(If discussion is required, sufficient time will be allowed for response and then a final call for vote. Otherwise, if all members vote without discussion, the matter will be finalized.)

Clarification was requested. The following was contributed by Todd Fetters:

We have a request from Global Ministries to make it possible for a few of our current (and future) missionaries to enroll in the pension program even though they have not reached their full level of support. Consequently, they do not qualify for the G73347 plan, in which all licensed UB ministers participate. The National Office staff, which are non-licensed participate in the G75389 plan, i.e. Marci, Cathy, Frank, Steve, etc. So, our action will allow these few missionaries (and future missionaries) to participate in a retirement program – G75389. So we are not creating any new retirement program, nor affecting any existing ministerial program. On the advice of Dennis Zimmerman, we are simply changing the eligibility qualifications for these current and future missionaries to participate in the G75389 plan.

The voting was closed at 3:00 pm on February 28, 2017.

The resolution passed with 11 affirmative votes out of 12 voting members. 1 member did not respond to the email vote.

Approved by ELT on April 25, 2017.

April 24-25, 2017

Location: United Brethren National Office

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LANCASTER PA

Monday – April 24, 2017

At 6:30 pm, the following were present for the evening session: Interim Bishop Todd Fetters, Randy Carpenter, Sherwood Cook, Gary Dilley, Andrew Sikora, Dennis Sites, Kevin Smith, Robert Tobey, Greg Voight and Mark Wilson; Directors Jeff Bleijerveld, Steve Dennie, Mike Dittman, and Marci Hammel; Guest Dr. Mike Wanous; Recorder Cathy Reich. Absent were: Janis Creason, Tomra Cardin and Todd Rhoades.

Todd opened the meeting with prayer.

Devotions. Todd took a look back at John 3:8 which has been a theme verse since this team first met in 2015. “The wind blows where it wishes, and you hear its sound, but you do not know where it comes from or where it goes. So it is with everyone who is born of the Spirit.” The year 2015 also brought (1) Unprecedented set of circumstances; (2) Untested leader; and (3) Undefined vision or strategy. Therefore, we submit to the Holy Spirit, to the leading of where the Lord wants to take the United Brethren in Christ. Todd then shared evidence of wind blowing: vision for strengthening existing churches and starting new ones; NAE initiative for assisting clergy with finances and helping churches learn generosity; Mike Dittman coming on staff; discouraged pastors become encouraged; willingness of cluster leaders and ELT members to serve alongside the Bishop; miraculous healings; provision of pastors for open churches; reconciliation of staff and congregations. He stated that it is more than systems. It is relationships, faith and relying on the Holy Spirit and allowing Jesus to grow his church.

Prayer requests were shared, followed by a time of prayer.

Randy Carpenter excused himself due to a family health concern.

Presentation: Strengthen and Start Brainstorm Session. Mike Dittman presented a vision strategy that he and Todd have been working on since 2015. The team discussed and reflected on the strategy. They answered questions such as “What does planting churches look like to you?” Todd affirmed the discussion and asked Gary Dilley to inform the team about the NAE matching grant strategy for church planting. Jeff Bleijerveld closed the brainstorming session by leading in guided prayer.

The meeting was adjourned at 9:00 pm.

Tuesday – April 25, 2017

At 8:00 am, the following were present for the morning session: Interim Bishop Todd Fetters, Sherwood Cook, Gary Dilley, Andrew Sikora, Dennis Sites, Kevin Smith, Robert Tobey, Greg Voight and Mark Wilson; Directors Jeff Bleijerveld, Steve Dennie, Mike Dittman, and Marci Hammel; Guest Dr. Mike Wanous; Recorder Cathy Reich. Absent were: Janis Creason, Tomra Cardin, Randy Carpenter and Todd Rhoades.

Devotion. Dr. Michael Wanous, representing President Sherilyn Emberton of Huntington University, brought the morning devotional based on the great commission and the great commandment. He shared the story of Jesus confronting the woman caught in adultery, and that as Jesus wrote in the sand, he did not accuse the woman but demonstrated grace and truth. Andy Sikora led in prayer.

Review of Directors’ Activity with Q&A.

Director of Education, Dr. Sherilyn Emberton. Mike Wanous, Vice President for Academic Affairs and

Dean of the Faculty, was present to give verbal updates to Dr. Emberton's report. He also shared video presentations that shared stories of HU alum Adam Widener and professor Tom Bergler. Todd affirmed the report and the writing that Tom Bergler is doing on behalf of the emerging adult.

Director of Global Ministries, Rev. Jeff Bleijerveld. Jeff shared current progress on Global Ministries' Vision 20/20, telling stories of churches engaging at various levels. Two areas of growth are the work in Thailand and Sierra Leone. Jeff shared stories of how God's hand and timing have been allowing both these efforts to expand. He further shared the current need to grow the general fund in order to accommodate the staff that are spear-heading the Global Ministry efforts.

Director of Communications, Mr. Steve Dennie. Steve shared his enthusiasm for his current project of updating the UB History from 1981 to present. Much of his time has been spent researching and writing, with the final product to be ready at National Conference. New UB website has been produced in conjunction with Clear Elevation. On this day in UB History has been a big job, but has helped to celebrate the 250th anniversary of the denomination. National Conference projects will soon be all-consuming for Steve and Cathy.

Director of Finance, Ms. Marci Jo Hammel. Marci referred to the financial reports, emphasizing that the budget was decreased by 4.5% due to the partnership fee expectations. Therefore, the balances appear to be higher. Church planting conversations have been ramped up in investment committee meetings, and work has been done to increase those funds. She explained that the 2016 deficit reflects the funds that were moved off the books to defined benefit.

Approval of Housing Allowance.

ACTION: MSC to approve the increased housing allowance as proposed for Jeff Bleijerveld of the total cash compensation \$24,000, retroactively to January 1, 2017.

Director of National Ministries, Dr. Mike Dittman. Mike expressed his thanks for God's leading him to the United Brethren denomination, and the fact that it resonates with him to help our pastors walk with God in the three areas: gospel, unity and mission. He shared that his main focus has been prayer. Following National Conference, he will turn his focus to helping pastors build teams of leaders, reminding that "We are better than Me."

Conference Call Discussion with Rocky Spear re: Nominating Committee Report. Rocky Spear joined the meeting through conference call to review the Nominating Committee report. The chair was handed over to Gary Dilley. Rocky spoke to the report, giving additional detail and insights. He mentioned the difficulty that the team had in securing laity names for the ELT ballot. In order to serve, most working lay persons would have to use vacation time to attend the meetings. He suggested that the ELT consider these challenges as they move forward. He then presented the ballot for approval. The floor was opened for questions and feedback.

ACTION: MSC to approve the report and ballot from the Nominating Committee with appreciation for the efforts they have made and the work they have done.

Steve Dennie articulated the history of a one-name ballot. He noted that 1989 was the last time a nominating committee submitted a ballot with somebody running against an incumbent bishop. Only Ray Seilhamer's name was submitted in 1997, only Ron Ramsey's name in 2007, and only Phil Whipple's name in 2013.

Question was raised regarding membership requirement for ELT members. Mark and Bob will raise this concern with Rocky Spear and report back to the team.

Human Sexuality Task Force. Luke Fetters entered the meeting. He referred to the proposal from the team, distributed a recommended reading list that will be included with the report and informed that a few minor changes or additions may be coming from a few other sources in the coming days.

Review of the Proposals. Luke informed that while the task force was a collaborative effort, the final product

is as close to “one voice” as possible. The “white paper” is configured as a rationale for the changes as proposed. It is not intended to be a theological statement for the denomination. Question was raised if it would be advantageous from a legal standpoint, to make it a formal statement.

Regional meeting strategy. Luke will attend all four regional meetings. Mark Vincenti will attend three and other task force members will attend meetings in their region as they are available. At the regional meetings, Luke and team members will explain the document and entertain revisions to their work. ELT members strongly suggested that while revision suggestions will be allowed at regional meetings, there should be a limit to the discussions from the conference floor.

Revisions. The team will continue to tweak the revisions following each regional meeting and will finalize the document for National Conference distribution.

National Conference. Luke will be in China during National Conference. He will be prepare a 5-minute video introduction, including the themes of biblical faithfulness and grace, the fact that we trust the body and informing that each member of the task force had a personal experience that made grace an important ingredient of this work. Mark Vincenti has been asked to facilitate discussion from the conference floor.

Task Force breakout session. The workshops will present a list of possible scenarios from the human sexuality subject that could happen in local churches. Attendees will have an opportunity to interact with these scenarios and others they may have to share.

Appreciation was expressed to Luke and the task force members for the love and grace included in the document.

International delegates will be attending National Conference. Jeff suggested that the document may be helpful for them as well.

Dennis Sites prayed for the task force, for Luke Fetters, and for the National Conference delegates as they deliberate.

Discipline Revision Review. Todd shared the timeline of the revision proposals being sent out, along with the Nominating Committee report and ballot. All information will be sent prior to the regional meetings. The Nominating Committee report and the Human Sexuality Task Force report will be available online prior to the regional meetings.

Review of National Conference Schedule. Todd shared information regarding the National Conference schedule, themes, events and the business session.

Approval of Minutes

ACTION: MSC to approve the October 17-18, 2016, January 12, 2017 and February 28, 2017 minutes as distributed.

Director Reports continued.

Ministerial Licensing. Todd gave an update on the licensing progress that has taken place since bringing Gary Gates on staff. There has been a re-engaging of conversations with those in the licensing stream. The PMLT re-worked an area of the pastoral ministerial handbook, Exemption from Assignment. Additionally, they have begun assisting with licensing issues for incoming pastors in lead roles.

Bishop's Report

NorthPointe UB Church in Lewis Center, Ohio has closed. Its founder and pastor, Dan Kopp reports that he has “retired from traditional pastoral ministry”. Pastor Greg Voight was publicly thanked for attending their

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last service on the Bishop's behalf.

Since last meeting, we have closed on a couple church properties. The lease at Fountain Hills, Arizona, has been renewed with plans to consider purchase in the future. Dennis Sites is running point on the property in Harrisonburg, Virginia. Plans are that it will be assessed, appraised and sold.

Stationing continues to be a challenge, and is becoming more frequent as many of our long-time pastors are entering retirement. We are working with several on transition strategies.

Lunch with the National Office Staff, Room A

Executive Session with the Bishop

Executive Session without the Bishop

The meeting was adjourned at 1:52 pm.

(Proofed by Tomra Cardin, April 26, 2017.)