

United Church of Christ

Annual Report | 2018



GOD

IS

LOVE

Living Into a Ten-Year Vision

Serving as your General Minister and President is a deeply gratifying experience that has brought me closer to God. I often say that I have the best job in the world. On behalf of the United Church of Christ, I travel across this country and around the world and bear witness to what our commitments to love of neighbor and building a just world for all look like. As we share the responsibility for living out our mission and vision, we are achieving our full potential with a clear sense of purpose and calling. Our effort to identify the direction of our future health and vitality has given us common cause to commit fully, with passion, and without reserve to its undertaking. Tomorrow is full of promise. The Holy Spirit envisions a future in which we, the United Church of Christ, matter.



The Rev. Dr. John C. Dorhauer
General Minister and President

Purpose

To love God with all our heart, mind, soul, and strength, and our neighbor as ourselves.

Vision

United in Christ's love, a just world for all.

Mission

United in Spirit and inspired by God's grace, we welcome all, love all, and seek justice for all.

Ten-Year Vision

The United Church of Christ continues to move into the work outlined in “A Vision: The Transformative Church in Ten Years,” issued in March, 2017.

Christ-driven Connection

Striving to imitate the life of Christ, the transformative United Church of Christ will encourage authentic connection and compassion between individuals, local communities, and the world using creative, agile technologies and partnerships.

Spirit-led Leadership

The transformative United Church of Christ will be an innovative, nimble, and credible source of institutional support, moving with Spirit and intention, able to vision courageously and respond swiftly to/for the communities and world in which we live for the sake of the gospel.

God-centered Action

The United Church of Christ will be committed to building deep partnerships in community that produce collective social action. We will boldly and actively endeavor to bring justice for all. We will be invitational as well as self-reflective, engaging the internal work of welcoming radical difference and truth-telling against systems of oppression that have held God’s beloved people captive.

Guided by the purpose, vision, and mission of the United Church of Christ, the missional priorities are:

Inclusive Excellence

Success is dependent on how well the United Church of Christ values, engages, and includes the rich diversity of its constituents.

Technology Infrastructure of the UCC

The technological tools of our age are essential to effectively communicate the vision, identity, and values of the United Church of Christ.

Curriculum, Training and Development for a Just World for All

United Church of Christ will be at the forefront of building awareness, knowledge, and skills for faithful action among changing national demographics.

Innovation Center and Think Tank

A diverse collection of ideas and perspectives and intentional space to explore them enhance the responsive work of the United Church of Christ.

Strategic Organizational Alignment

A dynamic need for a nimble and changing church is not a request for a fundamental abandonment of our Christo-centric paradigm, but rather, a reimagining of its structures in awareness of the colonial, patriarchal, and oppressive context in which it was developed.



4,882
Local Churches



9,862
Ordained Ministers
in Full Standing



824,866
Members

OFFICE OF **GENERAL MINISTER** & PRESIDENT



"Responding both to the call to be good stewards of the resources entrusted to us and to the mission priorities articulated by our Board of Directors, the National Setting is moving through change that we believe better positions us for future health and vitality."

2018 was a year of learning and growth. More than a dozen substantial in-person workshops and presentations were presented across several conferences and national gatherings for lay leaders and clergy by the Office of General Counsel. Topics included board governance and fiduciary duties, best practices in policy development, the use and protection of intellectual property, legal issues for committees on ministry, clergy confidentiality, privilege, and mandatory reporting, best practices and recommendations for congregations regarding sex offenders, records retention, and best practices for engaging in alternative ministries.

For National Setting staff members, a focus on learning included the launch of LinkedIn Learning, an online subscription library that provides high-quality training via instructional video courses on everything from how to use the latest software to leading edge business skills. Through unlimited access to courses on a wide variety of technologies and disciplines taught by industry experts, 57% of the National Setting staff regularly accessed up-to-date content to keep their skills current or learn new ones. Several trainings were also offered as required sessions for all employees of the National Setting and continue to be offered to new employees as part of the onboarding process. National Setting staff members are required to take training on antiracism and diversity, workplace harassment, active shooter situations, cybersecurity, and whistleblower policies.

In addition to its focus on learning, Human Resources launched a new annual performance management framework, which included a focus on SMART (specific, measurable, attainable, relevant, timebound) goals and an alignment with four high-level organizational goals. A bonus structure was developed to reward achievement of high-level goals and other Human Resources compliance activities.

To identify resources at the National Setting that are available to assist and support local church ministry, the Strategy Office and Center for Analytics, Research and Data (CARD) collaborated to launch an asset mapping project. The project will gather input from local churches and conferences about the relevancy and usefulness of existing resources and identify the most crucial needs. At its completion, a searchable catalog of local church and conference resources will be made available at ucc.org.

OUR WORK

OFFICE OF GENERAL MINISTER & PRESIDENT

Another CARD accomplishment in 2018 was the upgrade to AccessUCC. AccessUCC is a subscription-based digital tool that allows anyone to view real-time information from the Yearbook & Directory, including information on churches, clergy, conferences, and associations. The 2018 upgrade included new ways of discovering and viewing data aimed at enabling AccessUCC users to understand United Church of Christ data through different lenses and contexts, providing a fuller picture of the church across the country.

The new Office of Philanthropy, Technology, Identity, and Communication (OPTIC) came together in the first quarter of 2018.

OPTIC encompasses the work of:

- Development and stewardship for the National Setting and beyond
- Web and digital services including all email newsletters and ucc.org
- Brand identity, including identity marks and materials and identity products and services offered through UCC Resources
- UC News and all external-facing communications, content creation, and media relations
- Three Great Loves, the missional initiative of the United Church of Christ

Much of 2018 was spent building the OPTIC team and auditing assets and processes for accomplishing the work in four strategic areas:

- Securing the financial future through charitable contributions and earned income
- Building the web and digital platforms for a thriving 21st century United Church of Christ
- Amplifying the unique and prophetic voice of the United Church of Christ through news and media
- Using technology to work collaboratively and increase efficiency

OPTIC released a set of updated brand marks, a refreshed color palette, and brand guidelines, which are available at ucc.org. A new website for the Three Great Loves initiative was launched in 2018 along with renewed focus on and distribution of stories via social media and worship materials. Sharing with the world how the United Church of Christ is living out its purpose to love God through love of neighbor, love of children, and love of creation, UCC Resources developed and sold more than 200 copies in its first month of JustAct: The Three Great Loves Daily Action Calendar for Creating a Just World for All. JustAct is a perpetual calendar that can be used year after year.



The Rev. Dr. John C. Dorhauer
General Minister and President



27,870
people subscribed to
Keeping You Posted



54%
of churches overall
participated in
3 Great Loves

OUR WORK

JUSTICE & LOCAL CHURCH MINISTRIES

"People of faith must lead with love. People of faith must legislate with love. People of faith must be governed by love. People of faith must fight, always, for love. If it is not love, it is not God."

2018 was a productive year for Justice and Local Church Ministries. Every year in late spring, the United Church of Christ's Washington office, in partnership with colleagues from Justice and Local Church Ministries, joins the Washington-based ecumenical advocacy community in sponsoring, planning, and leading Ecumenical Advocacy Days. Ecumenical Advocacy Days brings nearly 800 ecumenical justice advocates together from around the country for a weekend of worship, workshops on topical issues, keynote speaker presentations, advocacy training, public witness, and an advocacy day on Capitol Hill. Organized around the theme, "A World Uprooted: Responding to Migrants, Refugees and Displaced People," the United Church of Christ hosted its annual pre-event program, featuring immigration and sanctuary church leaders from around the country who shared best practices and strategies.

To dismantle racism within the Christian Church and society, Sacred Conversations to End Racism: A Restorative Racial Justice Journey Curriculum (SC2ER) was created and released. Twenty-five United Church of Christ clergy and lay leaders from across the country applied to become facilitators and began the process to become certified to lead groups within their respective churches and communities.



67%
of local churches have
websites or a web presence



1,513
local churches are
designated as Open
and Affirming



162,483
people enrolled in Christian
education and faith formation
programs in local churches

OUR WORK

JUSTICE & LOCAL CHURCH MINISTRIES

Environmental Justice Ministry and the United Church of Christ Council for Climate Justice spearheaded and received media attention for the launch of the Justice for #EachGeneration campaign, which seeks a thousand sermons in support of the 21 young people who are suing the federal government over climate change. Twenty-four faith organizations from around the country joined the effort and the campaign ultimately played a role in the World Council of Churches nominating the United Church of Christ for a United Nations award.

In response to the family separation crisis at the border, the United Church of Christ lead a delegation of over 100 faith leaders to the Arizona-Mexico border, an action hosted by the Good Shepherd UCC and the Southwest Conference. The continued work of immersion education and trainings held throughout the country resulted in a growing network of 250 Immigrant Welcoming and sanctuary United Church of Christ congregations, the establishment of 11 immigration task forces at the conference level, and United Church of Christ congregations hosting 10 of the 45 public sanctuary cases.

The 2018 work of Faith INFO included the formation and first class of the Adese Fellowship, a year-long, ecumenical program that engages participants in self-discovery, theological reflection, and business development, and is presented in collaboration with Church Building and Loan Fund. Faith INFO also created a new position in the Program Associate for Congregations of Color, added a new minister for Youth and Young Adult Engagement, forged a closer connection of Justice and Witness and Local Church Ministries through a shared position of Minister for Congregational and Community Engagement, and continued excellence in sharing resources for worship through the Minister for Worship and Gospel Arts.

After several years of discernment with the Habakkuk Group, writing, and receiving the feedback of the wider church, in 2018 the Ministerial Excellence, Support, and Authorization team (MESA) released the new Manual on Ministry. This denominational resource provides theological grounding for ministerial authorization in the United Church of Christ, and outlines processes for those preparing for ministry in the United Church of Christ as well as those who are authorized for ministry. Available in print or digital versions, the Manual on Ministry is a core denominational resource, whose primary audience is the 173 Committees on Ministry that are responsible for the authorization and oversight of ministries in the denomination.



The Rev. Traci Blackmon
Associate General Minister
Justice & Witness Ministries

OUR WORK

WIDER CHURCH MINISTRIES

“Having had the opportunity to witness the work of the church in many settings in this country and throughout the world, I am confident that God is calling us to a new future and that God's people will faithfully respond.”

Wider Church Ministries and its Global Ministries partnership with the Christian Church (Disciples of Christ) continue to answer God's call to create a just world. A small delegation participated in the 2018 One Great Hour of Sharing Educational Travel and Pilgrimage to Ghana to gain knowledge of the work of the United Church of Christ and Christian Church (Disciples of Christ) and see firsthand the short-term and long-term impact that the presence of the church has in the wider world.

Delegates witnessed two programs for young women. One program serves young women who are survivors of sexual abuse, trafficking, and other atrocities, providing skills and education to prepare them to support themselves and their families. Another program provides empowerment training that teaches women they can do and be whatever they put their minds to. The women met by the delegation were prepared to compete globally.

Advocacy is a long process in which public attitudes and policies are changed gradually over time. Much of the United Church of Christ's advocacy work is done using our prophetic voice as a church in imagining a just world for all. This year, a dramatic step forward was taken in improving US relations with North Korea as a result of advocacy work for reconciliation and reunification of the Korean peninsula that has been underway since the 1980s. We have been supporting partner organizations in these efforts and continued by asking our federal government to work towards peace and lift sanctions. The day that President Trump met with North Korean leader Kim Jong-un in 2018, the National Council of Churches in Korea was leading a pilgrimage for peace in Japan and South Korea to which the United Church of Christ sent a delegate.



OUR WORK

WIDER CHURCH MINISTRIES

Throughout the year, Global Ministries engaged in the promotion and execution of the Caribbean Initiative, which invited the whole church to witness together with the Caribbean region through education, advocacy, and support of our partner churches and organizations in Cuba, Haiti, the Dominican Republic, Jamaica, Puerto Rico, Venezuela, and Colombia. Among the many activities and outcomes, the Caribbean Initiative has published more than 30 different resources at the Global Ministries website (globalministries.org) for reference, study, and use, including:

- ◆ Caribbean Initiative webinar videos
- ◆ PBS video (*Puerto Rico Moves Forward: Innovative Energy Solutions after Hurricane Maria*) featuring Juan Rosario of Global Ministries partner AMANESER 2025
- ◆ *Testimonio: Telling the Story of the Accompaniment and Solidarity in Latin America and the Caribbean Through 2018*
- ◆ Letters denouncing paramilitary threats against JUSTAPAZ in Colombia, an organization of the Mennonite Church, and military intervention in Venezuela
- ◆ Advocacy backgrounders on human trafficking in Haiti, peace and justice in Colombia, just economic systems in Venezuela, Haitian-Dominican migration, and others



20

Global Ministry Action Alerts issued through the United Church of Christ's Justice and Peace Action Network were taken by 12,333 advocates



290

partners in 80 countries work with Global Ministries to work for justice, reconciliation, and peace



249

programs in global sustainable development took place around the world in the areas of community health, migration and environment, human rights and peace-building, food and water sustainability, primary and grassroots education, and economic justice



The Rev. Dr. James Moos

Associate General Minister, Global Engagement and Operations
Co-executive, Global Ministries

OUR WORK

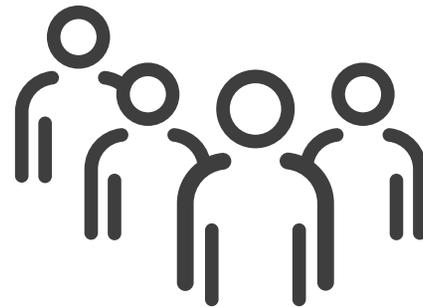
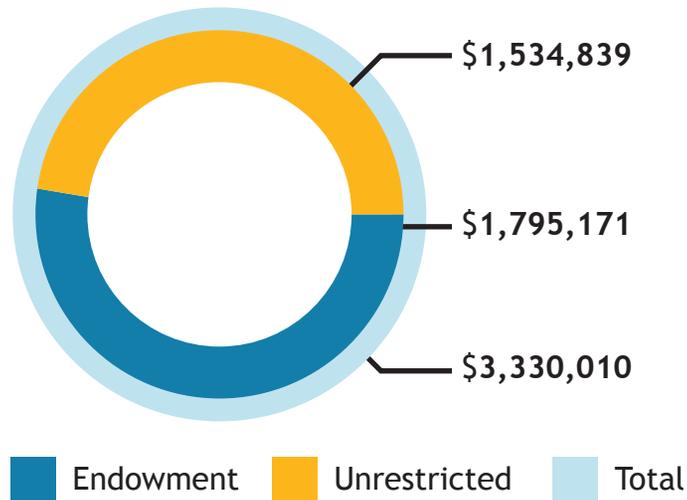
PHILANTHROPY

Your generosity makes the ministries of the United Church of Christ possible. We thank you for joining with us to serve the faithful as they grow in relationship with God.

THE NUMBERS

SHAPING OUR FUTURE

In 2018, ninety-two donors contributed **\$568,060** to the Shaping Our Future Campaign in support of the United Church of Christ's technology, communication, and leadership goals.



#GivingTuesday

365 donors gave **\$27,670**

to allow the United Church of Christ to support and care for migrants who enter the United States with nothing.

ANNUAL FUND

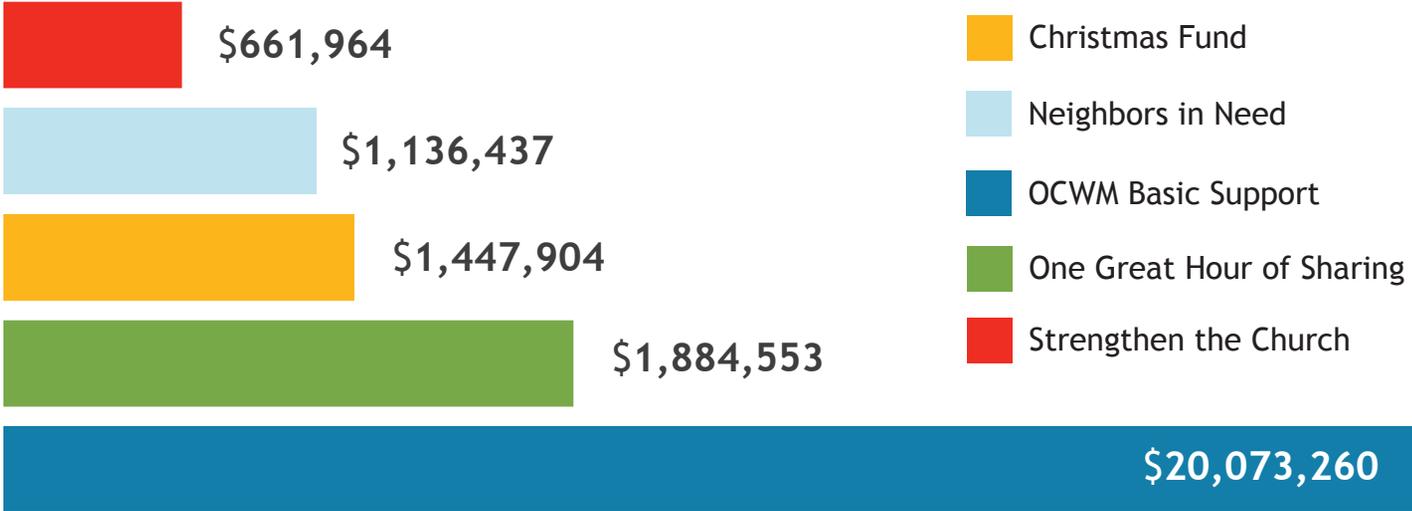
262,422

1,683 donors contributed \$262,422 to the Annual Fund to benefit the full range of services the United Church of Christ's National Setting provides across the country and around the globe.

PHILANTHROPY

SPECIAL MISSION OFFERINGS & ANNUAL FUND GIFTS

GRAND TOTAL | \$25,204,118



2,975

generous individuals made donations to the United Church of Christ

1,613

local churches earned the 5 for 5 designation by contributing to all 5 Special Mission Offerings

OCWM BASIC SUPPORT BREAKDOWN



Note: The figures displayed here are unaudited and represent what was reported to CARD for individual church giving in 2018 as published in the 2019 Statistical Profile.

How can we help you to build your legacy of generosity?
Visit ucc.org to give online, or contact us at giving@ucc.org



FINANCIALS

The financial results in the tables below are summarized from the audited financial statements of the United Church of Christ Board and Certain Affiliated Entities (“UCCB”), which received an unqualified opinion from our outside auditors. We have not provided the full set of financial statements due to mailing costs, however we encourage you to go to the UCC website at ucc.org/about-us_annual-report and download the full version including the footnotes to the financial statements. The notes to the financial statements are a required, integral part of a company’s external financial statements. They are necessary because not all relevant financial information can be communicated through the amounts shown (or not shown) on the face of the financial statements.

Total operating revenues and support were down \$0.5 million in FY 2018 or 1.8% compared to 2017, primarily due to lower levels of support for the Our Church’s Wider Mission of \$0.6 million, lower management fees and other reimbursement of \$0.4 million, and lower publication and other resource sales of \$0.2 million. This 2018 decrease was partially offset by increases in hotel revenue of approximately \$0.5 million and other revenue increase of \$0.2 million.

Operating expense increased by \$1.2 million or 3.9% in 2018 v. 2017 due to an increase of \$0.4 million of expenditures for program services, a \$0.4 million increase in management and general expense, and an increase in fundraising costs of \$0.4 million.

Non-operating revenues and support decreased approximately \$69.7 million in 2018 primarily due the \$63.0 million depreciation of the market value of investments and lower gift and donations of \$5.6 million. Should you have any questions regarding the financial statements of the UCCB, please contact me at the United Church of Christ Board, 700 Prospect Avenue, Cleveland, Ohio 44115, 216-736-3807.

Thank you for your continuing support of our Church.

Sincerely,

Nicholas Katzakis
Chief Financial Officer

FINANCIALS

The United Church of Christ Board and Certain Affiliated Entities

Combined Statement of Activities and Changes in Net Assets Year Ended December 31, 2018 and 2017

	Actual \$		Better/Worse	
	2018	2017	\$	%
Operating revenues and support:				
Our Church's Wider Mission:				
Basic support	\$ 4,984,542	\$ 5,405,363	(420,821)	-7.8%
Special support	3,480,447	3,693,503	(213,056)	-5.8%
Gifts, donations and trust income	1,564,143	1,469,086	95,057	6.5%
Other revenues:				
Publications and other resource sales	1,234,045	1,475,646	(241,601)	-16.4%
Total return draw	8,175,239	8,173,948	1,291	0.0%
Management fees and other reimbursements	2,052,931	2,433,263	(380,332)	-15.6%
Church loan interest	1,716,250	1,789,405	(73,155)	-4.1%
Other	684,684	498,713	185,971	37.3%
Hotel Revenue	5,351,191	4,843,843	507,348	10.5%
Total operating revenues and support	29,243,472	29,782,770	(539,298)	-1.8%
Operating expenses:				
Program services	25,670,570	25,262,092	(408,478)	-1.6%
Management and general	4,521,550	4,084,492	(437,058)	-10.7%
Fundraising	1,934,787	1,561,220	(373,567)	-23.9%
Total operating expenses	32,126,907	30,907,804	(1,219,103)	-3.9%
Decrease from operating activity	(2,883,435)	(1,125,034)	(1,758,401)	156.3%
Non-operating revenues and support:				
Gifts and donations	3,146,215	8,728,061	(5,581,846)	-64.0%
Interest and dividends net of total return draw	(3,361,510)	(4,060,613)	699,103	-17.2%
Appreciation in value of investments	(27,573,352)	35,448,950	(63,022,302)	-177.8%
Change in value of beneficial interest of trusts held by others	(1,781,570)	851,752	(2,633,322)	-309.2%
Change in value of split interest agreements	(495,684)	74,574	(570,258)	-764.7%
Realized loss on deconsolidation of affiliate	-	(1,457,396)	1,457,396	-
Total non-operating revenues and support	(30,065,901)	39,585,328	(69,651,229)	
Increase in net assets before the effect of the interest rate swap adjustment and postretirement cost	(32,949,336)	38,460,294	(71,409,630)	-185.7%
Interest rate swap adjustment	-	-	-	
Postretirement related changes other than net periodic postretirement cost	101,663	110,458		
Increase in net assets	(32,847,673)	38,570,752		
Net assets - beginning of year	391,398,444	352,827,692		
Net assets - end of year	\$ 358,550,771	\$ 391,398,444		

LEADERSHIP

National Setting Leadership

John C. Dorhauer, General Minister and President
Traci Blackmon, Associate General Minister, Justice and Local Church Ministries
James A. Moos, Associate General Minister, Global Engagement and Operations
Cheryl Williams, Chief Strategy Officer
Alisa Lewis, Director of Human Resources
Nicholas Katzakis, Chief Financial Officer*
Heather Kimmel, General Counsel

*Effective July 2018. Past Chief Financial Officer, ended 6/15/18, Stephen Jones.

Board of Directors 2018

Cameron Barr	Don Hart	Paul Tche
Caroline Belsom	Richard Harter	John Vertigan
Traci Blackmon	Alice Hunt	Harriet Ward
Deborah Blood	Wesley Hurt	Diane Weible
Brian Bodager	Nesa Joseph	Marsha Williams
Frank Bolden	Penny Lowes	Norman Williams
Emma Brewer-Wallin	James Maki	Bill Worley
Carolyne Call	Douglas McClelland	Yvette Wynn
Rachel Chapman	Yesenia Menendez - Sanchez	
Michael Cich-Jones	Gloria-Ann Muraki	
Dennis Coy	Keith Mills	<i>Non-Board Committee Members 2017</i>
Hannah Cranbury	James Moos	Lawrence Bashe
John Dorhauer	David Nelson	Ember Kelley
Gabriela Everett	Kevin Omi	Rick Oberle
John Folk	Kevin Peterson	Ron Patterson
Robert (Bob) Frieberg	Michael Readinger	Shari Prestemon
Darrell Goodwin	Inez Reid	Kristine Shorey Forbes
Kevin Graham	Franz Rigert	Andrew Warner
Carla Gregg-Kearns	Carol Shipley	
Tim Hachfeld	Hannah Snyder-Samuelson	

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FINDUS

United Church of Christ
700 Prospect Avenue
Cleveland, OH 44115



UNITED CHURCH
OF CHRIST

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