Rev. Dr. Ginny Brown Daniel
Conference Minister, Missouri Mid-South Conference

Thursday, June 6, 2019

“2019 State of the Conference Address”
2018 Conference Ministry Theme

“Building Courageous Relationships!”

Conference Staff

Our Ministries Together
Building Courageous Relationships… Begins with Conference Staff!

Office Staff

- Lorraine Brooks, Bookkeeper
- Tiffany Hudson, Communications Specialist (started 1/22/19)
- Kathie Rainey, Office Manager

Ministry Staff

- Rev. Tyler Connoley, Minister for Search and Call Discernment
- Rev. Douglas Anders, COM Liaison for Eastern and St. Louis Associations
- Rev. Dr. Jane Fisler Hoffman, COM Liaison for Western Association

Outdoor Ministry Staff

- Jeremy Force, Camp MoVal
- Nate Fulk, Executive Director, Shannondale Outdoor Ministries

Youth Consultant Staff

- Rev. Courtney Chandler, Youth Events Coordinator
- Cindy Birkner, Youth Ministry Resources Coordinator
Building Courageous Relationships…
Woohooos for Conference Staff Presence

- **3** Fitness Reviews
  - (3 WA)

- **93** Worship Services Attended
  - (39 Ginny/54 Other Conference Staff)

- **9** Ordinations
  - (2 EA, 6 STL, 1 WA)

- **10** Installations
  - (2 EA, 6 STL, 2 WA)

*EA= Eastern Association, STL= St. Louis Association, and WA= Western Association*
Building Courageous Relationships…
Woohooos for Conference Staff Presence

11
Retreats Led or Attended

27
Churches in the Search and Call Process
(13 Completed, 14 Begun)

6
Association Meetings Attended
(2 EA, 2 STL, 2 WA)

61
Ecourier and Bereavement MMS Emails

*EA= Eastern Association, STL= St. Louis Association, and WA= Western Association
Update on 2017 and 2018 Conference Ministry Visions!

2017 Vision: Consider Becoming an Open and Affirming Conference

2018 Vision #1: Develop 3 New Church Starts in the Conference by 2020!

2018 Vision #2: Double 2030 Clergy in the Conference by 2020!
2017 Vision: Consider Becoming an Open and Affirming Conference

☑ Conference Council created ONA Task Force
☑ ONA Task Force is developing a cohesive plan for all to participate in to include:
  - Book studies
  - Prayer
  - Town hall discussions
  - Many opportunities for the Holy Spirit to guide us in this conversation.
☑ As Your Conference Minister, I promise to make sure ALL voices are included at all aspects of this conversation.
2018 Vision #1: Develop 3 New Church Starts in the Conference by 2020!

1 NEW CHURCH START!!!
- The Oasis UCC in Jefferson City!

3 “Incubator Churches”
- Seedlings for Church Starts within current Church ministries
- Haven’t been formally approved as Church Starts yet.
- 1 STL, 2 WA
2018 Vision #2: Double 2030 Clergy in the Conference by 2020!

2018 = 15 MMS Clergy Under 40

2019 = 22 MMS Clergy Under 40

We are 73% to Our Goal of 30 Clergy Under 40!
## All MMS Clergy by Age in 2019

<table>
<thead>
<tr>
<th>Clergy Age Range in MMS</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>30-39</td>
<td>22</td>
<td>7%</td>
</tr>
<tr>
<td>40-49</td>
<td>24</td>
<td>8%</td>
</tr>
<tr>
<td>50-59</td>
<td>48</td>
<td>15%</td>
</tr>
<tr>
<td>60-69</td>
<td>95</td>
<td>28%</td>
</tr>
<tr>
<td>70-79</td>
<td>88</td>
<td>28%</td>
</tr>
<tr>
<td>80+</td>
<td>39</td>
<td>12%</td>
</tr>
</tbody>
</table>

Statistics from Center for Analytics, Research, and Data (CARD)
2018 Vision #2: Double 2030 Clergy in the Conference by 2020!

2018 = 0 MMS Clergy of Color Under 40

2019 = 0 MMS Clergy of Color Under 40

We are 0% to Our Goal of 15 Clergy of Color Under 40 by 2020!
Strengthen and Celebrate our Multiple Paths

Develop Seminary Debt Relief

Ways We Can Be Building Courageous Relationships…

With 30 Ministers Under 40 and At least 15 Ministers of Color Under 40 By 2020!

• Create Inclusion Teams to Help Churches Prepare for Welcoming Ministers under 40 Especially Ministers of Color!

Identify and Deconstruct the Conference’s Systems of Racial Bias

Ways We Can Be Building Courageous Relationships…
## All MMS Church Race/Ethnicity in 2019

<table>
<thead>
<tr>
<th>Main Race/Ethnicity of Congregations in MMS</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American</td>
<td>5</td>
<td>3.5%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>3</td>
<td>2.1%</td>
</tr>
<tr>
<td>Bi-Racial/Multi-Racial</td>
<td>7</td>
<td>5%</td>
</tr>
<tr>
<td>White/Euro-American</td>
<td>124</td>
<td>89.2%</td>
</tr>
</tbody>
</table>

Statistics from Center for Analytics, Research, and Data (CARD)
### All MMS Clergy Race/Ethnicity in 2019

<table>
<thead>
<tr>
<th>Clergy Race/Ethnicity in MMS</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American</td>
<td>11</td>
<td>3.7%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>2</td>
<td>0.7%</td>
</tr>
<tr>
<td>Bi-Racial/Multi-Racial</td>
<td>1</td>
<td>0.3%</td>
</tr>
<tr>
<td>Hispanic/Latino(a)</td>
<td>1</td>
<td>0.3%</td>
</tr>
<tr>
<td>White/Euro-American</td>
<td>284</td>
<td>95%</td>
</tr>
</tbody>
</table>

Statistics from Center for Analytics, Research, and Data (CARD)
Our Committees on Ministry are developing RJE training. Thank you!

Leon Sharpe and Jane Fisler Hoffman are guiding our COMs by using the 4 criteria established in 2018.

#1: Cultivating Financial Generosity
- I have been remiss to cultivate donor-based generosity via Friends of the Conference in 2018-2019.
- We are financially stable but should be stronger.

#2: Racial Justice and Equity Training (RJE)
- Our Committees on Ministry are developing RJE training. Thank you!
- Leon Sharpe and Jane Fisler Hoffman are guiding our COMs by using the 4 criteria established in 2018.

#3: Two Current Cases of Steeplejacking
- 2 MMS Churches have experienced Steeplejacking in 2019!
- Woohoo to courageous members standing firm that, although we may not always agree with everything in the denomination, we are the United Church of Christ. Thanks be to God!
2018 Conference Ministry Theme

“Building Courageous Relationships!”

Conference Minister Assessment:

- We have built courageous relationships with each other and with God.
- We still have work to do to develop equity with ministers and ministries of color.
But what do we do with these courageous relationships as we grow and develop together?

2019 Conference Ministry Theme..
2019 Conference Ministry Theme = “Sharing Vital Communion!”

Understanding I have no authority to implement these Visions — only to cast them as Seeds among fertile and/or fallow ground!
“Sharing Vital Communion!”

- We cannot provide ministry in spiritual silos from one another.
- Sharing = Collaborating Together!
  - Among Pastors, Church Leaders, and Members
  - Among Churches!
  - Between Our Associations and Conference
  - Among Conference and National Settings of UCC
“Sharing Vital Communion!”

• Communion = Not Just Worship!!!
  • Every time we connect!
  • Every time we stay together especially in times of crisis, conflict, and disagreement.
  • Glue that holds us TOGETHER!!!
Communion =

- We don’t have to do ministry the same way
- We don’t have to believe, worship, or serve as churches in a cookie-cutter way.
- We simply have to come to the table, stay at the table, and welcome others at the table of the UCC.

Jesus taught us = Eating together brings us together - breaking down the barriers we put up around ourselves.

“Sharing Vital Communion!”
And when we deepen our relationships through COMMUNION and SHARING with one another, we will be vital, dynamic, life-giving, healthy.
“Sharing Vital Communion!”
2019 Visions — “Sharing Vital Communion!”

Vision #1:
Create 4 Young Adult Leadership Internships with UCC by 2021 –
2 of whom will be Young People of Color

Vision #2:
Provide 10 Grants for Eco-Friendly Projects to MMS Churches
Using Shannondale Carbon Credit Funds
2019 Visions — “Sharing Vital Communion!”

**UCC Young Adult Service Internships**

- Young adults (ages 21-35) are immersed in social justice through a local UCC Church and nonprofit agency in the community.

- Serve full-time for a period of 1-12 months in a mission setting within the United States.

- Interns are given housing, health insurance, and paid a living wage by the UCC!

- Partners with the Alliance of Baptists for Summer Mission and Year-long Mission Opportunities!
Vision #1: Create 4 Interns with UCC Young Adult Services by 2021 — 2 of Whom will be Persons of Color!

Why Not the Missouri Mid-South Conference for Mission Internships?

Benefits to the Young Adult Interns!
- Experience the relationship between local Church and Community service organizations!
- Learn the complex history of different areas of our Conference!
- Give back to our communities and UCC in real and vital ways!

Benefits to the Conference!
- Share the importance of the UCC in our particular communities!
- Receive the passion and commitment of our young adults!
- More deeply engage with each other as we share responsibilities for the Interns!

2019 Visions — “Sharing Vital Communion!”
Vision #1: Create 4 Interns with UCC Young Adult Services by 2021 — 2 of Whom will be Persons of Color!
How is This Sharing Vital Communion?

- **SHARING Would Occur Among:**
  - Young adults
  - Conference
  - UCC Volunteer Services
  - CHHSM agencies in Conference
  - Each other!

- **COMMUNICATION would be Received:**
  - Among Interns and Churches
  - UCC and Conference
  - CHHSM and Conference
  - Each other!!

- **VITALITY Would Abound:**
  - Not talking about decline!
  - Not bickering with one another!
  - Celebrating God is Still Speaking in our ministries and with each other!
  - Actively working toward a JUST WORLD FOR ALL!!!
Vision #2:
Provide 10 Grants for Eco-Friendly Projects to MMS Churches Using Shannondale Carbon Credit Funds
**Vision #2: Provide 10 Grants for Eco-Friendly Projects to MMS Churches Using Shannondale Carbon Credit Funds**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>81%</td>
<td>MMS Churches Worship Less Than 100 Every Sunday</td>
</tr>
<tr>
<td>96%</td>
<td>MMS Churches Founded before 2000</td>
</tr>
<tr>
<td>86%</td>
<td>MMS Churches Founded before 1957 (UCC Birth)</td>
</tr>
<tr>
<td>$1.8 Million</td>
<td>Total Capital Expenses Reported by MMS Churches</td>
</tr>
</tbody>
</table>

*Statistics from 2018 UCC Annual Yearbook*
Vision #2: Provide 10 Grants for Eco-Friendly Projects to MMS Churches Using Shannondale Carbon Credit Funds

- 81% Smaller Churches — Woohoo!
- 96% Older Churches — Woohoo!
- 86% Older MMS Church Buildings — W$h$$h$!
- $1.8 Million

*Statistics from 2018 UCC Annual Yearbook*

• We are spending a lot of $ to maintain our Church Buildings — Wooh$$???
Shannondale Outdoor Ministries provides 4,000 acres of forestry in the poorest Missouri County to care for the land and the neighbors by providing Carbon Credits through the State of California! Woohoo!!!

Why not:
• Use the interest from our Carbon Credit income
• Provide grants (big and small) to MMS Churches for Eco-Friendly Renovation Projects?!?!
How can the Conference be Sharing Vital Communion With Eco-Friendly Carbon Credit Grants?

- Shannondale shares ministry with MMS Churches!
- Vital eco-friendly improvements are made!
- Communion deepens our relationships together!
As we work on our Strategic Initiative in the next 9 months, these visions are seeds of possibility. However, if we see that our Conference essentials need to focus elsewhere — we are not forced to abide by these particular visions.
2019 State of the Conference Address: “Sharing Vital Communion!”

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