**Plans Generated During the Conference Annual Planning Event 2015**

**November 14, 2015**

Reported by Dick Hamm (Draft of December 14, 2015)

(Additional plans will be shared with the Implementation Team as received by Dick Hamm. These plans are to be reviewed by the Implementation Team and then shared with the appropriate standing committees of the Conference Council for final disposition. No substantive changes are to be made in these plans apart from consultation with the submitters.)

**Conference Deacons**

The team reviewed the history and purpose of the Deacon program and named the following needs:

Recorder/leader: Laura Dierberg Ayers, [LJDAyers@aol.com](mailto:LJDAyers@aol.com)

1. **Needs**:

To enhance the connectedness of MMS: bring greetings to local churches, foster communication, thank congregants for OCWM support, get to know other folks and other churches, show that the Conference remembers each congregation. Deacons are to be: Ambassadors, liaisons, diplomats, couriers, conduits. Deacons need to be comfortable going to other congregations.

**Program Plans**:

Deacons will (ideally) visit congregations in pairs. Deacons are to go a couple of times a year to each congregation on their list; communicate with pastor before going; ask to speak, but speak no more than 5 minutes; if at all possible, stay for whole service (if on a Sunday morning) and coffee hour; may visit congregational gatherings other than Sunday morning instead (fellowship dinners, etc.); Deacons can modify scripts that are prepared for them.

**Goal**:

1. Create an Update Packet (that will be updated itself at least each six months) that includes:

Basic script for use of Deacons. The script will include a stress on MoVal, upcoming meetings including CAG, and an invitation for the congregation to share their information/news with others through the eCourier and their Association news outlets.

2. Select a leader of the Deacon program.

3. Training, mentoring for Deacons in each Association and “in person” training at each CAG.

4. Concentrate visits on less active congregations.

5. Deacons should sign up to receive each of their congregations’ newsletters, etc.

**Budget Estimate**: see #2 below………………………………………………………………………………………………………00.00

**2. Needs**:

Deacon program director, deacon recruiters, association trainers/mentors.

**Goal**:

To have a full complement of Deacons recruited and trained by December 31, 2016.

**Program Plan**:

Recruit via the “deacon spotlight” and by deacons during visits – stand by door, identify people and ask them, and recruit at men’s and women’s retreats. Provide training at Association level and at CAG.

**Budget Estimate**: Nametags, mileage reimbursement, packet script……………………………………….. \_\_\_\_\_\_\_

**OCWM Covenanted Ministry**

Reporter/chair Keith Karau, [Keith.karau@gmail.com](mailto:Keith.karau@gmail.com), 314.374.4183

**Needs**:

1. More resources for promoting OCWM to membership and churches.
2. OCWM spokesperson in each congregation
3. Develop Communities of best practices
4. Change the notion that we are a poor and needy conference in many different ways.

**Goals:**

**Program Plans**:

1. Work with other Covenanted Ministries to develop “communities of best practices”,

especially for pastors new to the Conference (some even new to the UCC) so that they know OCWM – They must know who we are and what we do.

1. Each Covenanted Ministry will be asked to develop OCWM educational pieces to resource

Congregations. Each congregation will have a designated OCWM Sunday before stewardship Sunday to tell the story of the UCC.

1. Alert churches and pastors of resources coming to churches and share other ideas
2. Celebrate our ministries and institutions to feel good about MMSC.
3. Encourage all newsletters of churches to be sent to conference office

**Budget Request**: …………………………………………………………………………………………………………………………… $1500

**Shannondale Covenanted Ministry**

Reporter: Leslie Kemp [LesKemp@fidnet.com](mailto:LesKemp@fidnet.com), (573) 459 6633

**Needs**: Facility improvements; facility maintenance; follow-up on previous reservations/contracts; development of the website; installation of solar energy equipment.

**Goals**:

Using Carbon Credit sales income and maximizing use of AmeriCorps resources, execute facilities improvements and maintenance, hire a part-time person to contact previous facility users and develop future reservations, engage a web site developer, explore potential for solar energy applications.

Maximize use of AmeriCorps resources.

**Program Plans**:

1. Documentation of prioritized facility needs totaling $375,000 has been accomplished by the Shannondale Covenanted Ministry. As Carbon Credit dollars become available, the prioritized list will be executed. The first item on the list will be improvements to Timber lodge including heating/AC systems and window replacement.

2. Part-time person(s) for marketing camp usage and/or web development dependent on budgeting the requirement. Include in next budget cycle.

3. Determine cost/benefit of solar energy applications at Shannondale.

4. Each year, document accomplishments of youth, high school, AmeriCorps and men’s retreat work groups.

(Specific time frames for these plans await a convened meeting of the full Shannondale Covenanted Ministry.)

**Budget request**: ………………………………………………………………………………………………………………………. 00.00

|  |  |  |  |
| --- | --- | --- | --- |
| ***Mission*** | | **Shannondale is a Christian ministry centered among the Shannondale Tree Farm. It is the center place for the local community. The mission serves the local people and economy and serves humanity as a retreat destination where people can get away and rest awhile in its unique rustic environment. It is a place for outdoor education and environmental stewardship while serving the heart and soul of participants.** | |
| ***Values*** | **God Spirituality Nature Education Integrity / Trust Community**  **Outreach Come Away Rest A While Service / Stewardship Sustainability** | |
| ***Be a Unique Destination*** | | A place to *COME AWAY AND REST AWILE*   * To disconnect from the world * To connect to God/build relationship with God * To connect with others * To educate/enlighten/go back better/to reconnect to the world   + Fully used facilities/venues with a purpose   + Forest/Rivers/Wildlife/Facilities |

|  |  |
| --- | --- |
| ***Maintain***  ***Property and Forest*** | * Sustain Shannondale as an environmental example for over 200 more years * Maintain a prioritized wish list for facilities and property improvements * Complete projects through direct donations of time, money, and talents * Partner with like-minded and collaborative organizations to maintain the Forrest * Additional maintenance staff will be hired when funding is available * Consider an expansion plan for facilities after 10 years |

|  |  |
| --- | --- |
| ***Local Mission*** | * Shannondale will be the central connection point for the local community * Continue and enhance local mission programs * Be flexible to adapt to the changes of the community |
| ***Programs*** | * Model the success of the forestry education programs for universities * In 2015, reach out to Youth / Family’s / Pastors / Men’s Groups - Initially within the UCC * Create a confirmation retreat venue / program for Shannondale in 2015 * Maintain Timber Lodge weekend and summer occupancy rate of 100% * Increase use rate of all other venues by 10% each year |
| ***Marketing*** | * Shannondale will be promoted as a destination / venue * Create a unique website by May 2015 * Create detailed marketing plan for the next 5 years * Emphasize people and churches coming to experience Shannondale * In 2015, reach out to Youth / Family’s / Pastors / Men’s Groups - Initially within the UCC * Create a confirmation retreat venue / program for Shannondale in 2015 * Focus marketing to regions 1) within 200 miles of Shannondale and 2) 10 hours drives * Maintain a database for attendance history and marketing * Leverage online scheduling with Outlook and internet tools such as airbnb.com |
| ***Financials***  ***Operations*** | * Shannondale Ministry will be self-sustaining financially by 2020 * Simplify facility usage pricing guidelines will be created for 2015 * Programs will be funded through external organizations for the use of the venue * A program administrator may be hired by Jeff to manage and find programs and partners * Plan for Jeff and Laurie’s transition in about 10 years |

**MoVal Covenanted Ministry**

Reporter – Bill Seymour, [wseymour81@aol.com](mailto:wseymour81@aol.com), 636-699-2474

**Needs**: Good stewardship of MoVal using workgroups. Provide a day-use space via Tambo: providing camp experience. Provide meeting space: revamp Hill Top and Red Cedar.

**Goals**: A. To honor the legacy of Tambo. B. A teaching place regarding poverty, etc. C. An enclosed multipurpose building for meetings and basketball. D. To use volunteer workgroups to clean up the grounds.

**Program Plans**: Construct the indoor multi-purpose building during 2016-17. To raise the $5000 needed.

**Budget Request** …………………………………………………………………………………………………………………. 00.00

**Youth Covenanted Ministry**

Reporter - Alysha Petry & Cathy Pettibone, best phone number – Cathy @ 636-532-0540

**Needs:**

+A paid staff member that is fully focused on youth and youth programming

+Connection with a youth leader (volunteer or paid) in every congregation in the conference

+Interaction between congregations

+Guidance in starting and/or sustaining youth ministry

+Collaboration with other youth organizations (girl scouts, boy scouts, 4 H, etc.)

+Opportunities for youth to gather (association, conference, regional, and national)

+Build on camp experiences

+Youth in leadership roles

+Visibility of youth

+Intentional Intergenerational relationships

+Mission Opportunities (intergenerational at CAG)

+Ownership of Conference felt by youth (goes both ways)

+Youth felt cared for

+Partnership with Disciples of Christ

**Goal:**

**1.** Hire a part-time Conference Youth Minister by 2018.

**2.** Identify a network to establish contact with a youth leader in every church in the conference so that all youth leaders are able to receive guidance in sustaining or starting youth ministry.

**3**. Increase the visibility of youth in leadership roles by inviting youth to be part of the CAG 2017 planning team.

**4.** Partner with the Justice and Witness team to include youth.

**Program Plans:**

**1.** The covenanted youth ministry team will create a job description for a Conference Youth Minister to be completed by the end of 2016. The hiring of a part-time paid staff person would free up the covenanted youth ministry to focus on implementing other goals.

**2.** The covenanted youth ministry team will identify the best way to establish a youth contact in every church in the conference.

**3.** Identify a minimum of one youth in each association to invite to be part of the 2017 CAG planning team and encourage the youth to join the 2016 planning team which is already in progress.

**4.** Contact justice and witness to request that youth are included in their mission.

**Budget request** for the next calendar year or years (2016 and/or beyond): To be determined after a job description is complete for Goal 1.

**Congregational Vitality Covenanted Ministry**

Reporter (name) Rev. Scott Lohse, email [revlohse@gmail.com](mailto:revlohse@gmail.com), best phone number 314-397-1667

**1. Needs**: Conference Vitality Day **–** In year two of our Conference contract with the Center for Progressive Renewal we will provide another Vitality Day. This event will meet the perceived need of impressing upon the congregations of our Conference the importance of focusing upon congregational vitality. We feel there is a need to define congregational vitality for our churches and also to encourage them to strive for this attribute. This event will also meet the perceived need to provide competent and relevant training in the best practices of congregational life toward achieving congregational vitality.

**Goal**: We have already secured a presenter for this event who is Carol Howard Merritt who is a Senior Consultant with the Center for Progressive Renewal. Rev. Carol Howard Merritt (@CarolHoward) is a minister whose writing, speaking, and teaching is anchored in theological wisdom and fresh sociological insight. She’s a sought-after keynote speaker, especially on the topic of ministering in a new generation.

Rev Merritt will give a training class to all attendees of this event (which we anticipate will take place on the opening day of our Conference Annual Gathering in June 2016).

**Program Plans**: A member of our Covenanted Ministry Executive Committee will also be a member of the Conference Annual Gathering planning committee in order to ensure that plans for this program are coordinated with the Annual Gathering Schedule.

**Budget Request** for the next calendar year or years (2016 and/or beyond): The fees for the presenter coming to provide training for us are covered in the $10,500 annual contract fee for our agreement with the Center for Progressive Renewal. In addition to this contract fee we will be responsible for the presenter’s expenses while she is with us, e.g. lodging, meals and transportation to and from the venue. We estimate this amount will be no more than $500. This expense is normally covered in the CAG budget ……………………………………………………………………………………………………………………………………. 00.00

**2. Needs**: Conference-Wide Coaching for Church Renewal **-** This program emphasis will meet the perceived need of spreading out training in the best practices of congregational renewal as far and wide in our conference as we are able. We feel that this coaching will make relevant and practical advice, information and encouragement readily available to each congregation within our conference.

**Goal**: To provide monthly webinar meetings to every interested member of our Conference.

**Program Plans**: Our Conference Vitality Coach is Sara Wilcox who is the Director of New Church Initiatives with the Center for Progressive Renewal. She is also the co-pastor of Land of the Sky UCC in Asheville, NC. Sara is a graduate of Chicago Theological Seminary. Sara will host a webinar on the following topics on the second Wednesday of each month at noon CST. A list of participants to be invited to these webinar meetings is being accumulated by the Vitality Covenanted Ministry Team and participation information will be made readily available through the Conference eCourier.

Jan Change and Transformation

Feb Marketing/Evangelism

March Building Websites and using Social Media

April Conflict and Congregational Health

May Prophetic Ministry as Outreach

June Conference Vitality Day

July Hospitality and Authentic Community

Additional Topics under Consideration: Stewardship/Generosity; Discipleship; Developing Effective Lay Leaders; Volunteerism; Nurturing and Strengthening Clergy

(The arrangement of the order in which these subjects are addressed may change.)

**Budget request** for the next calendar year or years (2016 and/or beyond): This Coaching is included in our agreement with the Center for Progressive Renewal which costs $10,500 annually. We do not anticipate any additional costs……………………………………………………………………………………………………… 00.00

3. **Needs**: Peer to peer Clergy Cluster groups - The following synopsis (taken from a retreat offering our team sent representatives to attend) explains in detail the needs which Peer to Peer Clergy Clusters address: Why are pastors who are members of peer learning groups more effective leaders? What are the foundational practices and distinctive approaches for designing and sustaining clergy groups as communities of practice? Peer Power will offer presentations and workshops drawing on a broad mix of perspectives, foundational practices, and direct experiences of clergy peer learning approaches as we explore these questions. The second day of the retreat will focus on facilitator training to build skills used in facilitating clergy peer learning groups. This is designed for potential facilitators, group members who rotate facilitative roles, and those who train and provide support to facilitators.

The Pastoral Excellence Network is building a network of organizations committed to excellence in pastoral ministry. We endeavor to sustain and amplify the impact that Lilly Endowment Inc. initiated through the Transition into Ministry (TiM) and Sustaining Pastoral Excellence (SPE) programs. We seek to help churches and church-related organizations provide opportunities for pastors to find support and learning throughout their professional lives. We work with congregations and organizations to help new pastors get the best possible start in ministry and equip experienced pastors with practices that will sustain their vital ministry, particularly through peer learning groups.

**Goal**: Several Clergy from across the Conference have already been sponsored to take the Peer to Peer Clergy training. Our specific goal would be for this pool of trained Clergy to each begin a Cluster group within their Associations and then, in turn, begin to train others in order to facilitate the beginning of yet more Peer to Peer Clergy Cluster groups

**Program Plans**: Trained Clergy will call together several Cluster groups in the coming year and then begin to recruit and train other Cluster facilitators

**Budget Request** for the next calendar year or years (2016 and/or beyond):

We wish to designate $100 per association to underwrite the expenses of hosting Peer to Peer Clergy Cluster Groups …………………………………………………………………………………………………………………………300.00

**4. Needs**: Clergy Certification in Church Renewal and New Church Planting **–** The certification process through CPR has two tracks, one for church renewal and one for starting new churches. Church Vitality sees the need for both areas within our conference. As such the certification process can be done in one or both areas. The following synopsis describes the needs which the Center for Progressive Renewal Certification process will address: To become a certified new church leader, you must complete a rigorous series of assessments, courses, in-person events and coaching. The process is designed to equip you with the entrepreneurial skills and best practices for 21st century ministry, as well as to connect you with a cohort of colleagues engaging in similar ministries.

The certificate program progresses at your own pace, taking anywhere from one year to three years to complete. At the end of the process, you receive a certificate of completion recognized as a gold-standard in many denominations. The certification process includes: **A.** Initial Assessment: Discover your strengths as well as challenges you may encounter as a new church planter. **B.** MissionInsite Report of Community: Understand your local church start community demographics with the data normally only accessible to denominational leadership. **C.** Online Curriculum: Required Church Planting 1.0 and 2.0 sequence, two electives chosen from our offerings in topics ranging from post-modern Socially Networked Ministry to traditional Spiritual Formation, 12 one-hour webinars on new church sustainability from some of today's leading experts. **D.** Progress 16: Gather at this conference for support and learning with fellow entrepreneurial leaders re-imagining church for today's world.

**E.** A Year-Long Coaching Cohort: Participate in a content-rich coaching group led by an experienced new church pastor. This includes an opening one-on-one coaching session, monthly group coaching calls and closed online interactive forum. **F.** End-of-Year Assessment: Reflect on the year with a phone session from one of our church planting consultants to co-assess your New Church Start Portfolio

**Goal**: In each of the next two years, 3 clergy from the Conference will become certified in Church Renewal each year. One Clergyperson will become certified in Church Planting/Renewal/Coaching. These Clergy will form a pool of local leadership who will, in turn, train local Clergy and congregations.

**Program Plans**: Beginning in January three Clergy from across the conference will begin the Certificate process. Three additional Clergy will begin the process in January of 2017. One person is presently in the process of the Church Planting/Renewal/Coaching.

**Budget Request** for the next calendar year or years (2016 and/or beyond): The Certification Training is included in our agreement with the Center for Progressive Renewal which costs $10,500 annually for 2016 and 2017 (a value of about $2800 per certification). We do anticipate the addition of $5000 for the Church/Planting/Coaching certification in 2016………………………………………………………….. 5,000.00

**Communications Covenanted Ministry**

Recorder: Rick Oberle, [rick@bemchurch.com](mailto:rick@bemchurch.com)

**Needs**: We gathered at CAPE to discuss ways of enhancing communication in our Conference, and visualize ways the Communications Covenanted Ministry would be able to help with this. In line with our instructions from Dick Hamm, we brainstormed about the needs of our Conference in this area, and began suggesting some possible goals to consider.

1. Communicate the work we are doing in separate Covenanted Ministries.

2. Share minutes from Conference Council and Covenanted Ministries in the cloud or on the MMSUCC website. Each church have someone who is the communications person for the church; one of their jobs would be to peruse these minutes and report to their congregation what is being done in the Conference.

3. Need a place where people can go and self-manage their contact information and update it themselves (like Wikipedia). Google Docs has an application for this. Develop a database and commission people at each church to maintain it.

4. Calendar: need a common scheduling tool so we don’t plan events for the same time. We need an e-calendar. Multiple tiers: Covenanted Ministries/Conference activities and church activities on separate tiers which would each be color-coded. Like Google Calendar.

5. Set up communication points in Arkansas, Springfield, Memphis (and across the state with a big monitor. WebX technology is available to us through the Pension Board. Provide equipment to churches who cannot afford it; provide technology training – possibly at CAG (how to do DVDs and stream video and provide copyright info); have technology workshops throughout the year.

6. User friendly websites (conference and camps). Current websites are not user-friendly. Conference website should be updated, exciting. Addresses, directions to be included in event announcements. Look at your church/Conference from the perspective of a guest. We should host seminars to train church leaders to construct, design or redesign their websites.

7. Communications etiquette to be include in trainings: email etiquette, people not checking voicemail or even listening to it; texting; how to answer the phone.

8. We should have technology training workshops at CAG and/or quarterly tech training workshops across the Conference. Maybe area tech gurus people could call for questions.

9. Current communications: ideas to make them better? Put hyperlinks in eCourier so you don’t have to keep scrolling. Website is very slow. Other possibilities for website hosting besides the Miller Group? Or upgrade with them if we have the cheapest package. eCourier is not print-friendly. Need to be able to download and print it. PDF? Examine frequency and content. What’s compelling in Conference emails that would make folks want to open and read it?

10 Communications is about more than electronic medium: develop print mailings.

11. Too many of our Conference communications assume that “everyone knows” and do not supply needed information.

12. How do we eliminate gate-keepers of communications and knowledge and really communicate *with each other*?

**Goals:**

1. Look into web-based self-managed database and unveil it at CAG 2016.

2. Revamp our current website by mid-2016. Make it exciting, relevant. Add a link to the latest eCourier. Look into Miller Group and upgrade our package or look for a new hosting service.

3. Develop two technology workshops for CAG 2016.

4. By mid-2016, have two communications centers set up. Let clergy/lay people gather at Cape Girardeau and participate in a meeting that’s occurring in Columbia (long term goal is to have five such sites across the state).

5. Within the next few months, investigate what type of video conference software is out there and the cost.

6. By mid-2016, develop a common space for collecting minutes from Covenanted Ministry Meetings and Conference Council/Committees. By the end of 2016, have a “communications czar” in each congregation who will peruse the online communications of the Conference and report to their congregations.

7. Long term goal: provide training for “tech gurus” across the Conference who are available to help churches with communications technology issues.

**Budget Request**: ……………………………………………………………………………………………………………………… 00.00

**Justice & Witness Covenanted Ministry**

Reporter: Jan Roddy, [jroddy@siu.edu](mailto:jroddy@siu.edu), 314-703-4203

1. **Needs**: for MMSC to Embody Racial Justice:

* Nurturing leadership of people of color within MMSC
* Increasing racial diversity of staff within MMSC and related organizations.
* Cultural competency in MMSC lay and clergy leadership and members.
* Cultural competency in MMSC youth
* Racial diversity in new or re-establishing congregations focused on new African American centered congregations.
* Spreading Sacred Conversations/Actions on Race throughout conference congregations.
* Online Conference resource sharing and networking space.

**Goals**:

* Each predominantly white congregation to experience a clergy person of color in a leadership role, once a year.
* Gathering of existing MMSC clergy of color to discuss needs of African American and other congregations of color, and how to grow leadership of people of color throughout the Conference.
* 25% people of color within seasonal MMSC camp staff by 2018.
* Cultural competency training for clergy and lay leaders.
* New youth camp on anti-racism/oppression and cultural competency.
* 3-5 New African American and intentionally racially diverse church starts.
* A Conference or regional (multi-conference/denominational) level person of color in a dedicated racial justice leadership role.
* Train trainers to lead Sacred Conversations on Race, so that 80% of all MMSC congregations will have had at least one such “conversation”.
* MMSC accessible web page space available for Covenanted Ministries to disseminate information and resources and accessible video conferencing capability throughout the conference to facilitate discussion between and amongst Covenanted Ministry members and groups.

**Program Plans**:

* In 2016, JWCM representatives to have discussion with Conference Council and leadership about how we can partner with them to encourage pulpit exchanges, diversify Conference related staff, organize a gathering for MMSC clergy of color and seek funding for new African American and intentionally racially diverse church starts.
* In 2016 JWCM representatives will initiate discussion with the Outdoor Ministries team members about how we might help support and facilitate increasing the racial diversity of seasonal camp staff.
* In 2016, JWCM representatives to organize Conference-wide gathering of clergy of color in consultation with Conference and other appropriate Covenanted Ministry leadership.
* In 2016 JWCM will support proposals requiring cultural competency training for all clergy at Association and National levels. By 2018, JWCM representatives will meet with Conference leadership about related trainings for lay leaders.
* In 2016 JWCM will sponsor two weekend youth camps focused on Sacred Conversations on Race that includes larger anti-oppression and cultural competency pieces. 2 camps per year based on this model planned for 2017-2018.
* In early 2016 JWCM representatives will ask for a discussion with representatives of our sister Church Vitality Covenanted Ministry team about how we might partner with and support them in sponsoring more promising recent seminary graduates and clergy of color to attend CPR conferences and new church start trainings.
* By 2017 JWCM representatives will discuss the need for a Conference or regional (multi-conference/denomination) level person of color in a dedicated racial justice leadership role.
* In 2016 JWCM representatives will talk with Council presidents in each Association towards co-sponsoring one “training the trainer” workshop for individuals who already have some foundation in anti-racism and white supremacy to build teams of individuals able to go into congregations to help lead Sacred Conversations /Actions on Race.
* In early 2016 meet with Conference leadership about MMSC accessible/flexible web page space available for Covenanted Ministries to disseminate information and resources and accessible video conferencing capability throughout the conference to facilitate discussion between and amongst Covenanted Ministry members and groups.

**Budget Request**:

Hospitality for Conference-wide gathering of clergy of color…………………………………………. 500.00

For planning and implementation of 2 SCR youth camps. (additional funds to come from

campers and/or sponsoring congregations)……………………………………………………. 4,500.00

Co-sponsorship of “training the trainer” for SCR - 3 workshops (total cost for each approximately

$3,500)……………………………………………………………………………………………………………. 4,500.00

Related banners, posters and educational materials for events including CAG…………….. 150.00

**Total……………………………………………………………………………………………………………………….. 9,650.00**

2. **Need**: to act on the MMSC 2015 resolution towards the end of the death penalty in MO.

**Goal**: to provide educational materials and action opportunities about the death penalty and restorative justice to Conference clergy and members towards the legislative abolition of the death penalty in MO.

**Program Plans**:

* In early 2016 JWCM will send an anti-death penalty advocacy letter to the Missouri Governor and all legislators.
* In early 2016 JWCM representatives to meet with Conference leadership about immediate need for MMSC accessible/flexible web page space available for Covenanted Ministries to disseminate information and resources to the larger Conference about the death penalty and related legislative activities and accessible video conferencing capability throughout the conference to facilitate discussion and planning on these issues between and amongst Covenanted Ministry members and groups.
* JWCM to partner with anti-death penalty advocacy groups to help disseminate information about and organization of related press conferences during relevant legislative timeframe.
* JWCM to organize 1-3 events within the conference featuring author Jeanne Bishop to present on the death penalty and restorative justice.

**Budget request**:

Mailings to MO stage leaders and legislature………………………………………………………………… 125.00

Stipend/expenses to bring Jeanne Bishop, Author of “Change of Heart” to speak on the Death

Penalty and restorative justice (3 events: KC area, Jefferson City, & St. L area)… 1,000.00

Related banners, posters and educational materials for above events, including CAG……. 150.00

**Total ………………………………………………………………………………………………………………………. 1,275.00**

3. **Needs and Goals: *For Future Discussion and Work***

*(These are both needs and goals that were identified, but no time remained at CAPE to prioritize or discuss related goals and plans. They are noted here for future discussions.)*

* Spread of National UCC Justice LED model within the Conference.
* MMSC to be fully inclusive of persons of all sexual and gender orientations/ ONA at the Conference level.
* Full inclusion of and advocacy for people with disabilities.
* Address Gun Violence
* Address Sexual Health and Justice
* Address Educational Inequality
* Address Economic Justice
* Address Human Trafficking
* Address Climate Change

**Budget request** ………………………………………………………………………………………………………………………….. 00.00

**TOTAL JWCM BUDGET REQUEST 2016 ………………………………………………………………………………...... 10,925**

**Committee on Ministry Covenanted Ministry**

Reporter: Michael Kasevich, [kesevichm@aol.com](mailto:kesevichm@aol.com), 636-322-8534

**1. Need**: Required cultural competency training.

**Goal**: to hold clergy accountable.

**Program Plan**: Full day of training for all clergy.

**Budget Request**:

**2. Need**: Boundary training for congregations.

**Goal**: Set up a team to teach and train the congregation about pastoral boundaries and congregational boundaries with exiting pastor.

**Program Plans**: Introduce to Covenanted Ministry agenda.

**Budget Request**:

**3. Need**: to support all clergy.

**Goal**: Quarterly calls to express love and kindness.

**Program Plan**: to be accomplished by people outside the Committee on Ministry.

**Budget Request**:

**4. Need**: Peer ministry groups in early years of ministry and in special ministry settings.

**Goal**: Have a place for new clergy to share their needs, learning and training.

**Program Plans**:

**Budget Request**:

**5. Need**: Retired clergy support group

**Goal**: to keep the retired clergy together socially and in faith.

**Program Plans**:

**Budget Request**:

**6. Need**: Support the presidents/moderators of congregations.

**Goal**: Reach out with love and kindness through people outside the Committee on Ministry.

**Program Plans**:

**Budget Request**:

**7. Need**: Required continuing education for all clergy.

**Goal**: accountability to the upcoming changing world.

**Program Plans**:

**Budget Request**:

**Total Budget request for 2016 (none at this time) …………………………………………………………………… 00.00**