

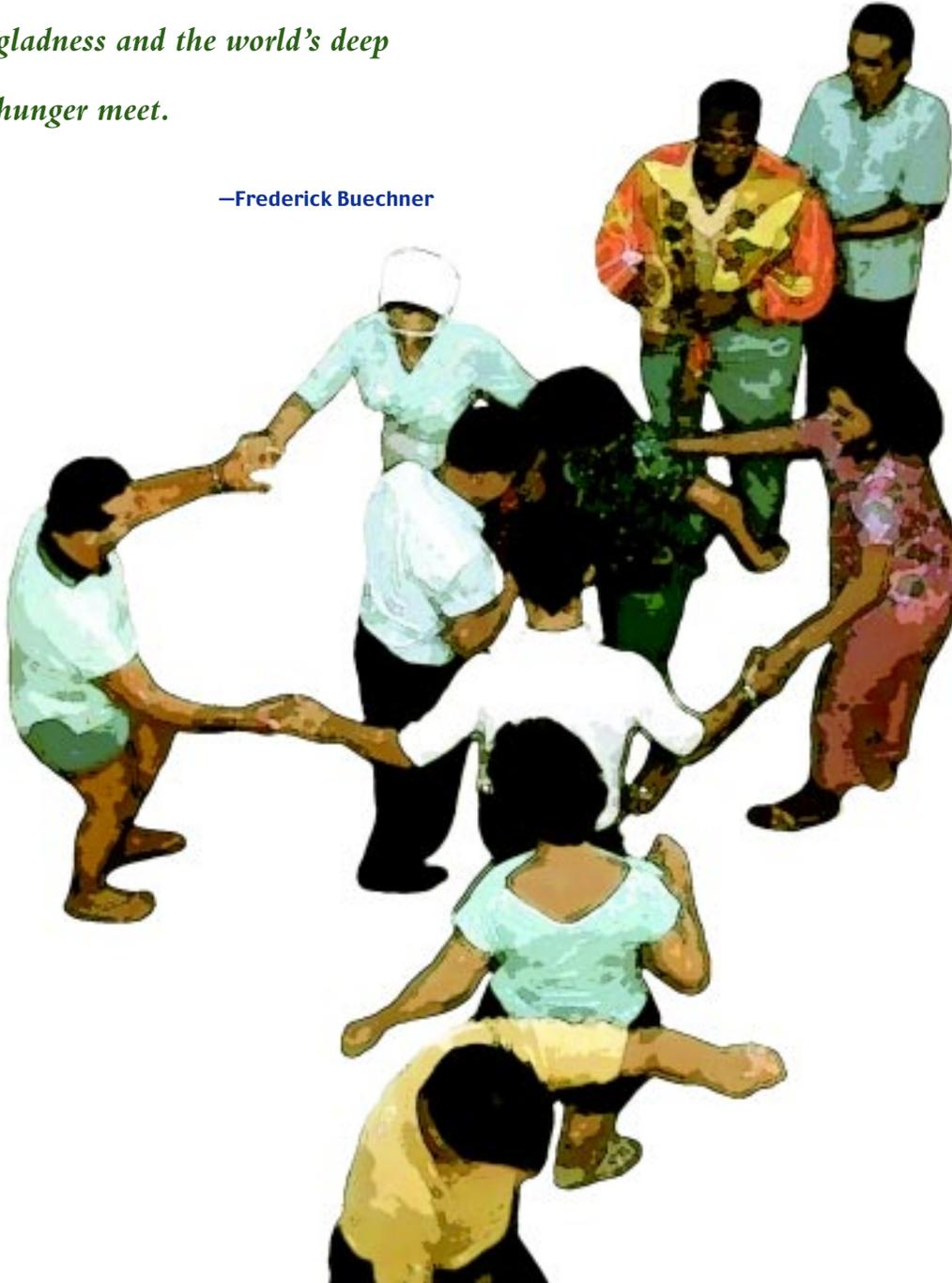
*The place God calls you to  
is the place where your deep  
gladness and the world's deep  
hunger meet.*

—Frederick Buechner

*For in the one Spirit we are all  
baptized into one body . . .*

—I Corinthians 12:13

**RESTRUCTURING**  
WITHIN THE  
UNITED CHURCH OF CHRIST



OUR  
EVOLVING  
MINISTRY



**T**he restructure of the United Church of Christ empowers our church to become a more fully united and uniting church than ever before. We began to “live into the restructure” on July 1, 2000. The restructure, approved by General Synod 21, moves the church further along on its path toward a more perfect union of Evangelical, Reformed, Christian, and Congregational histories, identities, and traditions.

## WHY RESTRUCTURE?

Restructure is a means to increasing the church’s effectiveness in carrying out God’s mission in the world. The church exists for mission, and the mission of the church belongs to God alone. The mission, character, and identity of the UCC have unique qualities that come from its historical relationships with its community, environment, and God.

**We have a history of reshaping ourselves in response to God’s call.** Behind us stands a generation of visionary leaders who established the union of the Evangelical and Reformed Church and Congregational Christian Churches in 1957. Before us, at the dawn of this millennium, stands a new generation of leaders and members who reaffirm our earlier union and

wish to strengthen it. More than forty years have passed since the formation of the old organizational structures that we called instrumentalities. The demands of new generations, the explosion of the information age, and changes in economic patterns require that we adapt if we are to continue as prophetic pastors and effective agents of change in today’s world.

Today, as the United Church of Christ, we claim the common legacy that recalls our denomination’s gift of *being early*. Valuing mission and covenant over old structures and ideologies, our forebears:

- Authored the first anti-slavery tract in America more than 300 years ago
- Organized the American Board of Commissioners for Foreign Missions, first foreign mission agency in North America, in 1810
- Worked to free the African captives who were illegally brought to the United States on the ship called *La Amistad*
- Founded such colleges and universities as Harvard, Yale, and eight historically African American colleges, of which six remain today
- Worked for peace with justice, from South Africa to the Coachella farm workers
- Moved anti-slavery members into Kansas to keep it a free state

- Ordained Antoinette Brown, the first woman ordained to ministry in the modern era, in 1853
- Formed innovative health institutions throughout the Midwest
- Crafted powerful General Synod civil rights resolutions in 1963
- Voted at General Synod in 1967 that social justice be considered along with security and yield in the investment of funds
- Supported the Wilmington Ten in 1973
- Voted at General Synod in 1985 to become open and affirming to gay and lesbian persons
- Voted at General Synod in 1985 to monitor—but also support—genetic engineering and technology

In each of these examples, the church’s support was controversial, and yet *early* for its day. Some in the local settings of the church supported these positions; others did not. We covenant, affirm, and respect the freedom of local settings of the church to take divergent positions from national gatherings of the church. We also covenant to remain a united church in the midst of divergence. This is a core value within the life of the UCC and enables the church to move into new areas of mission ahead of many of our ecumenical partners.

*(continued inside)*

# Key Features of the Restructure and How They Affect Function

## OFFICE OF GENERAL MINISTRIES

216.736.2105

- ADMINISTRATION
- COMMON SERVICES
- COVENANTAL RELATIONS
- FINANCIAL DEVELOPMENT
- PROCLAMATION, IDENTITY AND COMMUNICATION

## JUSTICE AND WITNESS MINISTRIES

216.736.3700

- ECONOMIC JUSTICE
- HUMAN RIGHTS, JUSTICE FOR WOMEN AND TRANSFORMATION
- PUBLIC LIFE AND SOCIAL POLICY
- RACIAL JUSTICE

## LOCAL CHURCH MINISTRIES

216.736.3800

- EVANGELISM
- STEWARDSHIP AND CHURCH FINANCE
- WORSHIP AND EDUCATION
- PILGRIM PRESS AND UNITED CHURCH RESOURCES
- PARISH LIFE AND LEADERSHIP

## THE NATIONAL SETTINGS

The work of nine former instrumentalities and the Executive Offices now resides in four Covenanted Ministries, one Associated Ministry, and one Affiliated Ministry.

### COVENANTED MINISTRIES

- Office of General Ministries
- Justice and Witness Ministries
- Local Church Ministries
- Wider Church Ministries

### ASSOCIATED MINISTRY

- United Church Foundation

### AFFILIATED MINISTRY

- The Pension Boards–United Church of Christ



### THIS CHANGE PROVIDES OPPORTUNITIES FOR:

- Common administration of similar resources
- Regrouping similar ministries into focused ministry teams
- Improved sharing of resources among those with similar portfolios
- Reduced duplication
- More equitable allocation of resources among ministries

The national setting of the church is led by a “Collegium” of five officers. They are elected by General Synod, have equal authority, and represent each of the Covenanted Ministries:

## **WIDER CHURCH MINISTRIES**

216.736.3200

- PARTNER RELATIONS/COMMON GLOBAL MINISTRIES BOARD
- LOCAL CHURCH RELATIONS/COMMON GLOBAL MINISTRIES BOARD
- GLOBAL SHARING OF RESOURCES
- HEALTH AND WHOLENESS MINISTRY
- GLOBAL EDUCATION AND ADVOCACY/  
COMMON GLOBAL MINISTRIES BOARD

## **AFFILIATED MINISTRY**

- THE PENSION BOARDS—UNITED CHURCH OF CHRIST 800.642.6543

## **ASSOCIATED MINISTRY**

- UNITED CHURCH FOUNDATION 877.806.4989

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## **OFFICE OF GENERAL MINISTRIES**

- President and General Minister
- Associate General Minister

## **JUSTICE AND WITNESS MINISTRIES**

- Executive Minister

## **LOCAL CHURCH MINISTRIES**

- Executive Minister

## **WIDER CHURCH MINISTRIES**

- Executive Minister

The Collegium of Officers improves the church's ability to fulfill its mission by fostering better relationships, and increased mutual respect and collaboration, between ministry teams and the various settings of the church.

A Mission Planning Council also has been established to coordinate the ministry within the UCC's national setting. It includes the officers, ministry team leaders, executives of all the ministries, and staff members.

The restructure is a commitment to continually discover God's new direction, to hear God's voice as we live in covenant with each other and with God, in and among all of the settings of the UCC. It is continuing to believe that, in the words of UCC forebear John Robinson, there is yet "more light and truth to break forth from God's Holy Word."