

United Church of God *an International Association*

Clyde Kilough
Chairman

Roy Holladay
President

Letter From the Chairman August 25, 2004

Dear Elders and Wives,

Greetings from Cincinnati, where the Council of Elders today begins its quarterly meeting. Included with this letter is the agenda and, as always, we ask that you join us in prayers for God's guidance and inspiration.

When planning the dates for this meeting several months ago, we scheduled the usual seven days for covering everything submitted for discussion. As it turns out, though, I anticipate needing only four days for the items on this docket. This is wonderful, not because we can go home early, but because it frees a large block of time for tackling an even more difficult job—thinking! As Henry Ford once said, "Thinking is the hardest work there is, which is why so few people engage in it." It's not that we don't think at meetings, but there are different types of thinking. Just as God tells us it is critically important in our personal lives to devote significant time to meditation, it is likewise vital for governing bodies to regularly step away from the details of management items in order to mull over larger organizational issues.

"Strategically thinking boards and executives . . . allocate time in board meetings, committees, and retreats to key questions and consideration of change in their environment and within the organization," writes Frederick T. Miller in the July/August 2003 *Board Member* (a magazine for nonprofit boards and chief executives). "They ask

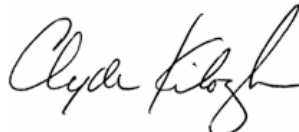
- What are we doing well? Why? Would more investment increase impact?
- What is not working so well? Why? What are the barriers? What would it take to resolve and achieve greater impact?
- What are the drivers of change? What's changed or is anticipated to change? What are the implications for strategy (vs. operating or business plan)?

"Strategically thinking boards and executives focus on questions, consider alternative scenarios, are comfortable with ambiguity and uncertainty, and use much of their time together for collaborative thinking. The result is a thinking and learning process, characterized by a strong commitment to core beliefs and a capacity to grow, adapt, and act strategically."

In principle this applies to everyone, not only boards. Strategically thinking pastors, husbands and wives, bosses, students, Christians, etc., will be growing and productive people. Realistically, though, to engage 12 people at once in these types of mental gymnastics requires large blocks of unfettered time for worthwhile discussions. Over the years we've not had the budgetary luxury to get away to retreats, but we are determined to carve out more time at our quarterly meetings for open-ended brainstorming, imaginative planning and free-form discussion of any random topic on anyone's mind. Such group thinking always leads to better focus, analysis, creativity and fresh ideas for future agendas. That's why we are looking forward to this post-meeting work in addition to attending to the customary agenda topics.

We have a number of important and interesting issues on the table for discussion and, as usual, Don Henson will keep you informed with his daily reports. Thank you for your encouragement and support. You have our continuing commitment to work hard for you in service to the Church.

Warmest regards,



Clyde Kilough

Council of Elders Meeting Agenda
Aug. 25-31, 2004 – Cincinnati, Ohio

WEDNESDAY – AUG. 25

MORNING

Opening remarks, approval of past meeting minutes (Clyde Kilough)

Reading of the Council of Elders Code of Ethics (Bob Dick)

President's Report (Roy Holladay)

Treasurer's Report (Tom Kirkpatrick)

Ministerial Services Report (Richard Pinelli)

Media Operations Report (Peter Eddington)

AFTERNOON

Amendment Process Review and Recommendations (Bob Dick)

- Roc Corbett is stepping down from the Amendment Committee, and will be present for an exit interview to discuss recommendations for improving the processes

Executive Session

- Ordination and credentialing requests
- Update from Ministerial Services

THURSDAY – AUG. 26

MORNING

Doctrine (Jim Franks)

- Nature of God study paper along with responses to questions that have been submitted
- Interracial marriage study paper
- Sabbath observance in far northern climates paper/statement

AFTERNOON

Evangelism in the Scripture Study Paper (Doug Horchak)

- First review of task force's submission

Ministerial Services (Richard Pinelli)

- Sabbath service format – prayer before or after opening songs
- Evangelism during the Feast of Tabernacles

Media (Peter Eddington)

- Consideration of bookstore version (for sale) of *Jesus Christ: the Real Story* in softcover or hardcover

FRIDAY – AUG. 27

MORNING

Education/Ministerial Services Committee (Richard Thompson)

- Proposed edit to transfer policy
- Proposed edit to Job Description for Education/Ministerial Services Committee
- Proposed edit to Termination of Employment policy
- Godly Leadership Task Force update and proposals (Mark Winner)

2005 Annual Meeting of the General Conference of Elders (Dave Register by teleconference)

- Proposed themes
- Approve new appointment to the GCE Planning Committee

AFTERNOON

Accrual/Dispersal of Property/Assets (Clyde Kilough and Larry Darden)

- Discuss whether we need an established process for determining what to do with church properties/assets in the event of a congregation/organization either joining or separating from UCG

SUNDAY – AUG. 29

MORNING

Strategic Planning Committee (Aaron Dean)

- How can we communicate more effectively on all issues facing the Church (Strategic Issue #6 from Strategic Plan)

Ethics, Roles & Rules Committee (Bob Dick)

- Report on Rules of Order
- Report on Elder's Forum Guidelines

Media and Communications Committee (Vic Kubik)

- Continue discussions from May meeting regarding media philosophy

AFTERNOON

Executive Session

- Annual Job Performance Assessment for the President

Adjourn