

**United Church of God, *an International Association***  
**Council of Elders Meeting Report**  
**August 8-9, 2006 – Cincinnati, OH**

Tuesday's open session meeting started at 9 a.m. as Robert Dick called the Council to order. Business consisted of discussion of the education program proposal, the finalizing of statements of concern for proposed amendments to the Constitution, the establishing of a task force to review Council committees and setting dates for future meetings of the General Conference of Elders and the Council of Elders.

The meeting concluded Wednesday morning with two hours of executive session followed by a final 30 minutes of open session to wrap up business.

**Tuesday, August 8**

**Education Program Proposal**

Clyde Kilough gave a brief introduction to the discussion. Emphasizing the importance of education, he stated that the Church's current programs had produced a tremendous amount of information that is partly responsible for the growth and progress of the Church. He commented that, depending on how you define "education," it is a core thrust in virtually every aspect of the Church's efforts to "prepare a people." But, he said, we have reached a point where it is necessary to look at the overall effectiveness and efficiency of these programs and take action to improve our efforts.

The biggest issues are how to measure the effectiveness of all the programs and the coordination of the many aspects of education that have been developed. About a week ago the Council received a review copy of a proposal for a comprehensive approach to improve the education effort.

Jim Franks then gave a short history of the Church's education program, which was a top priority even at the very beginning of the United Church of God, in the summer of 1995. In January 1997, the Council approved a comprehensive plan that included four modules of education: Ministerial, General, Youth and Focused. Each module was directed by a member of the Council and had its own committees of ministers and members, involving literally hundreds of people. This model has served the Church well for the past nine years, producing youth programs, Sabbath school programs, the *Bible Study Course*, many seminars, a youth magazine, summer camps, challenger camps, leadership weekends, tape programs, special sermon and Bible study series, young adult programs, family weekends, booklets, ministerial conferences throughout the United States, articles on topics from each education module, Ambassador Bible Center, etc.

However, many of the efforts in each of the modules have grown to the point where they have become cumbersome to manage effectively and efficiently. In February 2004, UCG president Roy Holladay convened a meeting of representatives of the various education programs. More than 20 individuals participated in that meeting, and it became apparent there was duplication of effort and overlap that needed to be resolved. At the conclusion of the meeting three questions were asked: "What effect is our 'product' (the education program)

having? What do we need to do to reassess our review process for the product? And, how can we be more efficient in the area of education?”

The questions led to the decision in July 2005 to appoint David Register to the position of director of education programs.

Mr. Franks introduced Mr. Register, who presented Council with an overview of the education program proposal. Mr. Register began by acknowledging the current education effort and the body of work produced by thousands of hours of dedicated service. He emphasized that the new proposal is in no way intended to diminish or be critical of what has already been accomplished. He pointed out that the original modules grew into 37 education programs. The new approach is intended to build on that effort, coordinate it effectively and introduce a method by which results can be measured.

Mr. Register recently surveyed the U.S. pastors to determine the perceived value and usage of current education resources. The level of awareness and the difference, in some cases, between the perceived value and usage of certain programs illustrates the opportunity for using the various education efforts more effectively.

Mr. Register established a 10-person advisory task force, consisting primarily of Church members who are education and business professionals, to provide a fresh “outside in” look at our programs, to analyze them and to give advice on how they can be improved. The task force consists of:

Andy Burnett (UCG pastor, former public school principal)  
Eileen Clark (director of quality control and fulfillment)  
Scott Delamater (youth Web designer)  
Michelle Delamater (elementary school teacher)  
Glen Doig (UCG elder, Ph.D. candidate in family studies)  
John Karlik (Ph.D., university professor and graduate student mentor)  
Kay Schreiber (M.A., public school district curriculum director)  
Judy Servidio (UCG pastor’s wife, coordinator of women’s events and seminars)  
Keith Tomes (Ph.D., public school principal)  
Julie Zutz (director of marketing)

The initial recommendation of the task force is that the education program be modified into an “outcome measurement model”—that is, a program designed to include a method of measuring the outcomes (results) of the education effort. To illustrate, Mr. Register used a golfing analogy. It wouldn’t be enjoyable or meaningful to golf if there were no holes or scorecard. The holes on the greens represent the desired outcome (getting the ball into the hole) and the scorecard records a measurement of the golfer’s effectiveness, so he can make an effort to improve. An education program must have specific and desired outcomes and a way to measure whether the outcomes are being achieved.

The proposal suggests having one education program with two major categories.

The general education category would be based on age. It would be an integrated and connected program starting with Sabbath school, which would lead into a teen education

program, which in turn would lead into a young adult program, which would lead to the education efforts aimed at adults.

The second category would be needs-based. It would offer specific educational resources based on the needs of the individual. For example, it would include ministerial education and focused education dealing with such issues as addictions, family life, mentoring and leadership development.

Mr. Register reviewed with the Council the steps outlined in the proposal for modifying the current program into an “outcomes based program.” Each educational effort would be designed by first considering the desired outcomes (results). Then the elements of the program necessary to lead to that result can be determined and implemented.

Mr. Kilough introduced two resolutions. The first resolution was to rescind a previous Council resolution establishing the current four-module program. The second resolution was to authorize the new education program, to be managed and administered through Ministerial Services and the director of education programs based on the education program proposal presented to the Council today. Both resolutions passed by unanimous votes.

### **Proposed Amendments Statements of Concern**

Mr. Dick asked Leon Walker, chairman of the Doctrine Committee, to review the final draft of the Council’s statements of concern for three proposed amendments to article 2 (Fundamental Beliefs) of the Constitution.

All the Council members had opportunity to review and suggest edits to the statements. After considering their suggestions, Mr. Walker wrote a final draft of each and read them to the Council. After brief discussion, the Council voted unanimously to accept all three statements of concern. The recommendation of the Doctrine Committee and the statement of concern for each proposed amendment will be forwarded to the Council secretary, Gerald Seelig.

### **Evaluation of Council Committees**

Moving to another business item, Mr. Dick stated that over the years the Council has had many discussions about its committees—how many to have, the work they should do, whether they should be standing or ad hoc, etc. However, he said, there has been no concerted effort to analyze the committee structure since 1999.

Mr. Dick read excerpts from Council task force reports in 1999 and 2003 which made recommendations that led to the current committee configuration. He concluded that it is time once again for the Council to review the matter and determine whether the committees should be restructured to reflect current needs.

Mr. Walker proposed a resolution establishing a Council task force consisting of Robert Dick, Leon Walker and Richard Thompson to evaluate and make recommendations for committee structure to the Council in the December 2006 meetings. The resolution passed unanimously.

### **Dates for Future Meetings**

In its final business in open session Tuesday, the Council discussed dates for the General Conference of Elders in 2008 (the decision was deferred to the Wednesday meeting) and dates for the next several Council meetings.

The following Council meeting dates were established. (December, February and August sessions are also preceded by one to one-and-a-half days of committee meetings).

December 8-13, 2006

February 23-28, 2007

May 8-10, 2007

August 3-7, 2007

### **Wednesday, August 9**

The Council met in executive session from 9 a.m. to 11 a.m. and then wrapped up by completing several miscellaneous business items.

According to Bylaw 9.1, "At the regularly scheduled Council meeting prior to the anniversary of each third year of service for each officer, the Council must reaffirm, with at least a simple majority, the continuance of each officer on an individual basis." In executive session this morning, the Council chose not to reaffirm the position of the secretary, Gerald Seelig. Mr. Seelig, at the Council's request, will serve through May 10, 2007, and the secretary to be named will begin duties following the end of the May 2007 Council meeting.

The two new Council members selected the committees on which they would like to serve. Richard Pinelli chose the Doctrine and Education and Ministerial Services committees. Bill Eddington requested to be on the Media and Communications, Strategic Planning and Finance and Ethics, Roles and Rules committees. By resolution the Council voted unanimously to place the two members on those committees.

The Council then selected the date for the 2008 General Conference of Elders, which will take place on May 18-19.

And finally, the Council by resolution unanimously adopted the amendment schedule for fiscal year 2007-2008.

Mr. Dick adjourned the Council session at 11:30 a.m.

Don Henson

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