

***David G. Adams***

Vice President of Products and Services  
Board of Pensions

David oversees product and service development, and is the Board of Pensions' chief actuary. He joined the Board of Pensions in 1994 as chief financial officer.

Previously, David spent 20 years as a consultant with Towers Perrin where he assisted numerous clients in the design, funding and administration of employee health care and retirement plans.

David received a bachelor's degree in mathematics from Eureka College in Illinois, and a master's degree in actuarial mathematics from the University of Michigan. He is a fellow of the Society of Actuaries and a member of the American Academy of Actuaries.

***Louis P. Barbarin***

Chief Financial Officer and Treasurer  
Ministers and Missionaries Benefit Board  
American Baptist Church

Louis P. Barbarin a Certified Public Accountant, has served The Ministers and Missionaries Benefit Board since October 1998 as Chief Financial Officer and Treasurer. Prior to his appointment to MMBB, Mr. Barbarin was deputy executive director and treasurer of the American Baptist Board of Education and Publication.

***Barbara A. Boigegrain***

General Secretary and CEO  
General Board of Pension and Health Benefits of The United Methodist Church

Barbara A. Boigegrain is the General Secretary and CEO of the General Board of Pension and Health Benefits of The United Methodist Church. Over the past 11 years she has worked to bring caring service and professional management to the 65,000 plan participants and the \$13.7 billion investment portfolio. Prior to the General Board, Barbara spent 11 years with international consulting firm Towers Perrin, both in Los Angeles and opening their San Diego office. In addition, she worked with KPMG Peat Marwick and a Fortune 500 Company in employee benefits.

***Rabbi Laurie Coskey, Ed.D.***

Executive Director  
Interfaith Committee for Worker Justice

Rabbi Laurie Coskey, completed her undergraduate studies at Stanford University and was ordained as a Rabbi in 1985. After serving a large San Diego Congregation for eight years as Rabbi, she completed her doctorate in Leadership Studies from the University of San Diego in 2000. Her more than twenty year career in the rabbinate has been marked by a commitment to issues of social justice. Since 2001, Rabbi Coskey has served as the director of the Interfaith Committee for Worker Justice. The ICWJ facilitates the partnership between the religious community and the labor movement to create a more just, fair and compassionate workplace for all workers. She is the spiritual leader of Chavurah Kol Haneshama in San Diego.

## ***Arthur Cribbs***

Pastor

Christian Fellowship Congregational Church of San Diego, United Church of Christ

Art Cribbs is pastor of Christian Fellowship Congregational Church of San Diego, United Church of Christ. Since coming to San Diego in 1999, he has served as president of the Ecumenical Council of San Diego County; president of Pacific Media Ministry, San Diego Equal Opportunity Commission; San Diego Police Chief's Use of Force Task Force; Chula Vista Police Chief's Advisory Board; California Council of Churches; Interfaith Committee for Worker Justice; San Diego County Interdenominational Ministerial Alliance; Interfaith Coalition for Immigrant Rights; co-founded Concerned African American Clergy and Laity; co-founded Coalition For Justice; UCC National Task Force on Public Education; UCC Pension Boards Trustee; Visiting Committee of Chicago Theological Seminary; and instructor for the California Department of Justice Peace Officers Standards and Training (POST) program. He is the former executive director of the UCC Office of Communication. He has won numerous awards in broadcasting, including an EMMY. His extensive background in broadcasting has allowed him to work in Los Angeles, Reno, Seattle, San Francisco, Oakland, Chicago, Jackson, MS; New York, Cleveland, and San Diego. He received a BA in political science from the University of California, Berkeley, and an MDiv degree from the Chicago Theological Seminary. He is married to the former Ms. Kana Koide. They have four children and a grandson.

## ***Michael A. Downs***

President and Chief Executive Officer

The Pension Boards

Michael A. Downs is President and Chief Executive Officer of the Pension Boards, an Affiliated Ministry of the United Church of Christ that provides comprehensive benefits plans for UCC lay and ordained employees. The Pension Boards' assets exceed \$2.8 billion.

Downs, a native of Detroit, traces his call to full-time church ministry to his involvement with Habitat for Humanity of Metropolitan Detroit, where he was a founding member as well as the organization's original treasurer in the 1980s. He has served in the national setting of the United Church of Christ for more than 15 years.

From 1991-1997, Downs served as Secretary for Local Church Building for the UCC Board for Homeland Ministries (BHM). In this role, he consulted with more than 600 local UCC churches in building programs, and was responsible for site acquisition, building design and building loans. In 1994, Downs became the founding Vice President of the Cornerstone Fund, which makes loans to established churches of the United Church of Christ for a wide range of property-related projects.

In 1997, Downs was named Executive Director of the UCC Insurance Board, a nonprofit corporation owned by participating UCC Conferences that administers a property and liability insurance program for UCC and Christian Church (Disciples of Christ) churches and related entities. During Downs' five-year tenure with the Insurance Board, the number of participating churches grew from 2,500 to 4,200 with \$7 billion property coverage. Under his leadership, the Insurance Board also formed a subsidiary captive insurance company, the United Church Insurance Company.

Downs assumed the role of President/CEO of the Pension Boards in March 2002. "We have a responsibility to provide the best products and services possible, at the lowest cost, to the 22,000 members of our various benefits programs," he says. He has initiated a number of significant changes and

improvements to existing benefits plans that have improved performance and reduced costs for four consecutive years. “In the midst of a rapidly changing financial services and health care environment, I see a number of opportunities to better serve our members by providing them with greater service, access and options,” he notes.

Downs, a veteran of the US Marine Corps, has served in leadership positions on numerous professional and not-for-profit boards and committees, both nationally and locally. A life-long UCC member, he presently attends The Riverside Church in New York City. Downs has two adult daughters and three young grandsons.

***Jewelie A. Grape***

Associate General Counsel

Board of Pensions of the Evangelical Lutheran Church in America

Jewelie A. Grape is Associate General Counsel for the Board of Pensions of the Evangelical Lutheran Church in America (ELCA). She is responsible for assisting the General Counsel in providing legal advice and protecting legal interests of the Board and the ELCA. Before joining the Board in 2003, Jewelie practiced employee benefits law with a large Minneapolis firm.

***William H. Gross, CFA***

Founder and Managing Director

Pacific Investment Management Company (PIMCO)

Mr. Gross is a founder and Managing Director of Pacific Investment Management Company (PIMCO) and has been associated with PIMCO for more than thirty-three years. As Chief Investment Officer of PIMCO he oversees the management of over \$600 billion of fixed income securities. He is the author of numerous articles on the bond market and has frequently appeared in national publications and media. Morningstar named Mr. Gross, and his investment team, Morningstar’s Fixed Income Manager of the Year for 1998 and for 2000 based on their own research and in-depth evaluation by its senior editorial staff. Mr. Gross was the first person to ever receive this award more than once from Morningstar. When presenting the award to Mr. Gross, Morningstar stated that he earned the award by “demonstrating excellent investment skill, the courage to differ from consensus, and the commitment to shareholders necessary to deliver outstanding long-term performance.” In 2000, Mr. Gross received the Bond Market Association’s Distinguished Service Award. In 1997, Mr. Gross authored Everything You’ve Heard About Investing is Wrong, published by Times Books / Random House. In December of 1996, he was the first portfolio manager inducted into the FIASI’s Hall of Fame for his major contributions to the advancement of fixed-income analysis and portfolio management. In a survey conducted by Pensions and Investments magazine in its September 6, 1993 issue, Mr. Gross was recognized by his peers as the most influential authority on the bond market in the United States. He has thirty-six years of investment experience and holds a bachelor's degree from Duke University and an MBA from the UCLA Graduate School of Business.

***Marlo Kauffman***

Mennonite Church USA

Marlo has worked with Mennonite Retirement Trust (MRT), the Mennonite Church USA pension plan, since 1981. In addition to his duties with MRT, he manages the retirement area for Mennonite Mutual Aid (MMA). MMA offers individual annuities, Traditional and Roth IRAs and TSAs. MMA also offers mutual funds to the general public, and Marlo serves as the operations liaison between MMA and the administrator for the funds. He holds the CLU and FLMI designations. He has also earned the MCRS designation from the National Tax-Sheltered Annuity Association (NTSAA).

***James D. Kemper***

Partner

Ice Miller, LLP

Jim combines corporate affairs acumen with a background in employee benefits to provide legal advice that makes good business sense. Major employers in the Midwest seek Jim's advice and counsel in creatively designing executive compensation, qualified and nonqualified retirement plans, benefit-related matters in corporate acquisitions and mergers, and ERISA matters.

***Luis Maizel***

Co-founder

LM Capital Group, LLC

Luis Maizel is the Senior Managing Director and Investment Strategy Group member, is a co-founder of LM Capital Group, LLC and has been investing in the global fixed income market since 1984. Mr. Maizel was born and raised in Mexico City. His experience includes serving as Vice President of Finance for Grupoventas, S.A.; faculty member at the Harvard Business School; and President of Industrial Kuick, S.A. After structuring a favorable buy-out of Kuick, Mr. Maizel relocated to San Diego, California. Mr. Maizel received an undergraduate degree in Industrial Engineering from National University of Mexico in 1971 and Master of Business Administration from Harvard Business School in 1974, where he graduated as a Baker Scholar, the School's highest academic honor. Mr. Maizel is a board member of: United PanAm Financial Corp. (UPFC), a diversified public financial company, the NAFIN (Mexico's National Development Company) Foreign Board, Wells Fargo San Diego Community Board, HSBC Private Bank Board of Directors, Chairman of Hispanic National Mortgage Association and several non profit organizations.

***Robert W. Maggs, Jr.***

President & CEO

The Board of Pensions of the Presbyterian Church (U.S.A.)

In July 1999, Robert Maggs, Jr., started his presidency bringing 27 years experience as an attorney and in employee benefits and human resources management in banking to the Board of Pensions of the Presbyterian Church (U.S.A.).

He had been corporate human resources director and general counsel at Lincoln First Bank in Rochester, NY. When Lincoln First and Chase Manhattan Corporation merged, he was responsible for public relations and communications, compliance and law for the Chase Regional Bank. He was chief legal advisor to the Chase vice chairman of regional banking, managing attorney for the corporate legal department, and chair of several trust committees for Chase.

He served as trustee and elder of the Third Presbyterian Church in Rochester, as personnel committee chair, and on the search committee for its senior pastor. He also served on the personnel committee for the Presbytery of Genesee Valley. When he and his wife, Deborah, moved to the Philadelphia area, they joined the Bryn Mawr (PA) Presbyterian Church.

He was graduated from Claremont McKenna College in Claremont, CA, and received his law degree from the University of Illinois College of Law in Champaign-Urbana.

***Victor J. Raskin, CFA***

Chief Investment Officer  
YMCA Retirement Fund

Vic has been the Chief Investment Officer of the YMCA Retirement Fund since November 2000. Mr. Raskin's 38 year investment career began as an investment analyst at Dean Witter, where he was a perennial Institutional Investor All - American Analyst. Vic, then moved on to portfolio management as a partner with Tallasi Management. From there he moved to Smith Barney as a Managing Director and a member of the Investment Policy Committee. Prior to joining the Retirement Fund, he was a Senior Equity Portfolio Manager for Nicholas Applegate. Vic, has a BA in economics from Washington Jefferson College and is Vice Chairman of the Investment Committee of the Board of Trustees at his alma mater. He also holds an MBA in investments from New York University. Vic, has been a long term volunteer with the St. Thomas Soup Kitchen in New York.

***Robert H. Rydland***

Vice President & General Counsel  
Board of Pensions of the Evangelical Lutheran Church in America

Robert H. Rydland is Vice President and General Counsel for the Board of Pensions of the Evangelical Lutheran Church in America. Bob serves the Board as legal adviser, supervising legal activities and outside legal counsel. Before joining the Board full time in 1996, Bob represented the Lutheran church in various capacities as a partner with Minneapolis law firm Levander, Zotaley, Vander Linden & Rydland.

***James F. Sanft***

Executive Vice President and Chief Operating Officer  
Concordia Plan Services  
The Lutheran Church – Missouri Synod

James F. Sanft began serving Concordia Plan Services (formerly Worker Benefit Plans) in January 1999. Jim has been involved in group insurance and employee benefits for the past 18 years working for both Minnesota Life and more recently for Ameritas Life Insurance Corporation in Lincoln, Nebraska. Jim received his Bachelor's Degree in Education in 1985 from Concordia College, Seward, Nebraska (now Concordia University) and received his Masters Degree in Mathematics and Statistics in 1988 from the University of Nebraska-Lincoln. Jim is both a Fellow of the Society of Actuaries (FSA) and a Member of the American Academy of Actuaries (MAAA).

## ***Dr. Walter Grant Scott***

### University Education

1965-69 Edinburgh University B.Sc. 1st Class Hons. Physics and Mathematics

1969-72 Cavendish Laboratory, Trinity Hall, Cambridge - Research High Energy Nuclear Physics leading to Ph.D.

### Career

1972: Ivory & Sime - As a Partner/Director at Ivory & Sime, Walter was responsible for developing the company's pension fund business.

Jan/1983 Established Walter Scott & Partners - Global Equity Investment Managers. The firm invests in all the major developed and emerging markets of the world for clients that include government and corporate pensions, endowment and foundations and, through a number of trusts and pooled funds, individuals.<sup>1</sup>

1984 Established The Walter Scott Research Foundation.

### Interests

Currently Private Pilot and Performance Driving; Previously Competitive Rowing, Marathon Running

## ***Curtis D. Sharp, CEBS***

Executive Officer for Denominational and Public Relations Services

Guidestone Financial Resources of the Southern Baptist Convention

In his twenty-first year at GuideStone Financial Resources, Curt has held various positions in marketing, strategic systems design and executive management. Current responsibilities include promoting GuideStone and its ministries as well as facilitating positive relations between GuideStone and its publics.

Curt received a BA ('69) from Wayland Baptist University and a MRE ('76) from Southwestern Baptist Theological Seminary. Curt also is a Certified Employee Benefits Specialist.

## ***Dr. Scott Sheperd, PhD***

Scott has over 30 years experience working with people in difficult situations ranging from high pressure jobs to terminal illnesses. He created six part series for Public Television called "Who's In Charge?" He has had six books published. He has spoken to over 100,000 people from Alaska to Florida in various corporate, healthcare and education industries. His highest compliments are that he is "down-to-earth," and that "he gave me something to think about." (And he's funny also)

One of his most recent books, "Who's In Charge? Attacking the Stress Myth" is designed to help people rethink how they look at stress and personal power. It's a very different approach to coping with work and life in general from the typical mental health approach. It challenges the very underpinnings of how we typically look at stress. It's a book with ideas, strategies and hope for the reader.

Dr. Sheperd has a B.A. in Music from the University of Toledo, a Master's Degree in Mass Communication from Bowling Green State University and a Master's and Doctorate in Counseling from the University of Toledo.

He is a jazz pianist and wrote a Musical called "The Journey" that was produced on stage in Toledo, Ohio. It is about a parent and child trying to rediscover their passion for life and the importance of being open to the opportunities that present themselves to you.

***Lovett H. Weems Jr.***

Director of the Lewis Center for Church Leadership  
Wesley Theological Seminary

Dr. Lovett H. Weems, Jr., is Distinguished Professor of Church Leadership and Director of the Lewis Center for Church Leadership at Wesley Theological Seminary in Washington, DC. He came to this position in 2003 after eighteen years as president of Saint Paul School of Theology in Kansas City, Missouri. Previously he was a United Methodist pastor in Mississippi for many years.

The author of several books, his latest is ***Take the Next Step: Leading Lasting Change in the Church.*** His earlier book ***Church Leadership: Vision, Team, Culture, and Integrity*** is described by Professor Rosabeth Moss Kanter of Harvard Business School as "an invaluable guide to leadership in the church." He is editor of the online newsletter, ***Leading Ideas***, available free at [www.churchleadership.com](http://www.churchleadership.com).

Dr. Weems recently authored a report on clergy age trends in the United Methodist Church in cooperation with the General Board of Pension and Health Benefits of the United Methodist Church. The report also compares current clergy ages across several denominations.

***Don L. Walter***

Director of Pensions and Benefits USA  
Church of the Nazarene

Don Walter serves at the Director of Pensions and Benefits USA for the Church of the Nazarene. He has served in this capacity since 1993, and has served in the Pensions and Benefits office of the Church of the Nazarene since 1983. Prior to serving in the Pensions and Benefits office in the Church of the Nazarene, he was the pastor of a local congregation in Pennsylvania. He also served as adjunct faculty at his alma mater (MidAmerica) over a period of about 12 years. He received his bachelors degree from MidAmerica Nazarene University, a Master of Religious Education degree from Nazarene Theological Seminary in Kansas City, Missouri, and a Master of Arts in Human Resources from Webster University in St. Louis, Missouri. This year Nazarene Bible College in Colorado Springs, Colorado conferred on him the honorary Doctor of Divinity degree. He and his wife, Kathy, have two grown daughters, and two grandchildren.

***David H. Zellner***

Chief Investment Officer

General Board of Pension and Health Benefits of the United Methodist Church in Evanston, Illinois

Dave Zellner is the Chief Investment Officer for the General Board of Pension and Health Benefits of the United Methodist Church in Evanston, Illinois. The fund currently has \$13 Billion in participant assets and provides benefits to approximately 65,000 lay and clergy employees of The United Methodist Church and its affiliated agencies. Before assuming his current position in 1997, Dave was a Senior Vice President and Director of Operations with Investment Research Company, an investment management affiliate of United Asset Management. Previously, he was Director of Equities for the Shell Oil Company Retirement Funds where he managed two internal investment portfolios. He received his B.S. in Finance from Louisiana State University and MBA from the University of Houston.