

# INSURANCE BOARD

2025



## DEI

### Diversity, Equity & Inclusion



**INSURANCE BOARD**  
Partners in Protection





# INSURANCE BOARD

## Partners in Protection



### CEO CORNER

***TIMOTHY S. HARRIS, CPCU***  
***PRESIDENT AND CEO***

I have been privileged to serve in the capacity of President and CEO of Insurance Board for nearly 12 years. As CEO, it is my obligation to ensure that we are attracting and retaining the best talent available. We accomplish this by being intentional in working to ensure that our people are representative of our community, the constituency that we serve, and our values.

Being inclusive is not a project, it is a process. Some in our society have attempted to pollute the terms Diversity, Equity, and Inclusion by suggesting that DE&I and meritocracy are mutually exclusive terms. They are not. Getting 100% on a test or having a 4.0 GPA does not automatically mean that you are the best candidate for a job. In some cases, yes, but if you are not able to relate to others or able to multitask, adapt, or handle the pressures of a high paced environment, other attributes may be just as, if not more, important.

Our desire is to bring in people with intellect, good ideas, and unique perspectives wherever they are, irrespective of the demographic factors which have historically excluded them. We must stop allowing others to denigrate and redefine DE&I by simplifying it despite what we all know to be true; that most of the choices we make in our lives are complex and not binary.

The faces of talented professionals you see painting this brochure highlight the diversity within our organization from staff to our board of directors. When we commit to embracing and valuing the unique contributions of one another, we are truly stronger together.

[DEI Message from Insurance Board's President and CEO, Timothy Harris - YouTube](#)

Our insurance serves you so you can serve God.

*Serve God*

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[www.InsuranceBoard.org](http://www.InsuranceBoard.org)



**INSURANCE BOARD**  
Partners in Protection

# Insurance Board Staff, Quotes & Perspectives from Employees

Our insurance serves you so you can serve God.

Serve God



**Timothy S. Harris, CPCU**  
President & CEO



**Andrea Gauding, CPA**  
Executive Vice President,  
Treasurer and Chief  
Financial Officer



**Farnaz Ansari, ARM**  
Vice President,  
Marketing & Sales



**James Howard**  
Vice President of  
Operations



**Jennifer R. Perri, CIC, CISR**  
Assistant Vice President,  
UCIS



**Dan Carrick**  
Director of Underwriting



**Cy McFarlin**  
Director, Claims  
Administration



**Chad Cunningham**  
Director of Loss Control



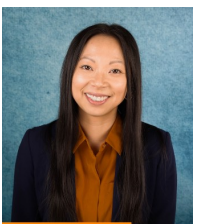
**Monica Kornblum, SHRM-CP**  
Chief of Staff

*"At Insurance Board, diversity isn't just a policy—it's who we are. With a team of just 27, we've built an environment where people from all walks of life contribute their talents and perspectives every day. Our hiring practices reflect a commitment to fairness, but more importantly, they reflect our belief that varied backgrounds and experiences strengthen our ability to serve. I'm proud to be part of a team where inclusion happens naturally and equity is foundational to how we operate."*

— Monica Kornblum, SHRM-CP Chief of Staff



**Jaime Moore**  
Project Manager -  
Executive



**Kaili Forrai**  
Project Manager -  
Operations



**Jamila Brown, MBA**  
Marketing & Events  
Specialist



**Dana Doheny**  
Communications and  
Digital Marketing  
Specialist



**Kate Anderson**  
Underwriter

*"I appreciate that Insurance Board's approach to DEI feels more like an open dialogue than a directive. There's space to engage in ways that feel genuine, and that makes it easier to reflect, listen, and grow. When DEI becomes part of the culture, not just a policy or checkbox, it builds stronger connections and helps move us forward together."*

— Dan Carrick, Director of Underwriting



**Rosalind Davis**  
Customer Service  
Representative



**Sherry A. Denby**  
Senior Accountant /  
Financial Systems  
Analyst



**Nik Fabianich**  
Underwriter



**Amy Gibson**  
Senior Underwriter



**Bella Harris**  
Underwriting Assistant



**Cindy S. Howell, CIC**  
Account Executive

*"I am proud to be part of a company that promotes and celebrates diversity in the workplace and beyond."*

*Creativity and innovation thrive when every voice is heard, and all viewpoints are considered."*

— Mark Rosenberry,  
Senior Liability Claim Analyst



**Macrina Hummel, CISR**  
Customer Service  
Representative



**Kieziah McCullough, MBA**  
Underwriter



**Monroe Moore, CCP**  
Loss Control Analyst



**Ashlee Novak**  
Customer Service  
Representative Team  
Lead



**LaToya Peacock**  
Billing Customer Service  
Representative



**Mark Rosenberry**  
Senior Liability Claim  
Analyst

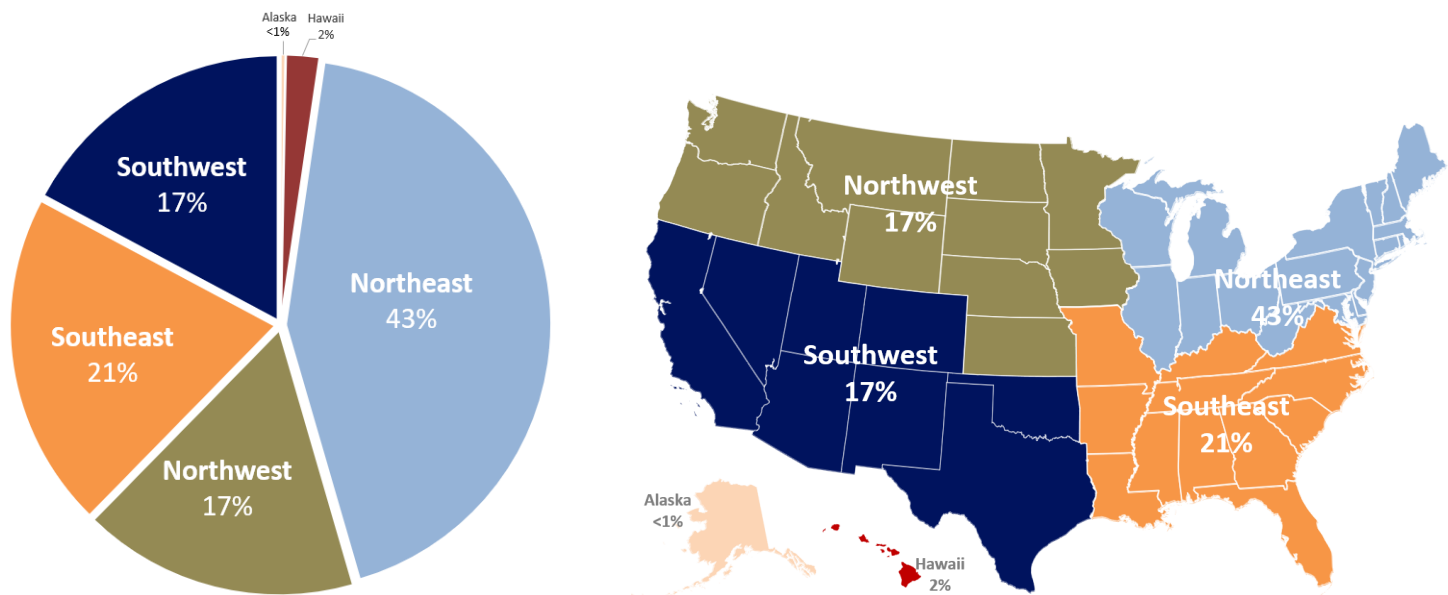


**Mark A. Zimmerman, AINS**  
Senior Property Claims  
Analyst



# Data & Statistics, Proving IB's Commitment To Our Mission, Vision & Values

## Geographic Diversity of Insureds



### Our Mission

To connect faith-based institutions to comprehensive and customized risk and insurance management solutions anchored in shared trust and sacred responsibility.

### Our Vision

To protect our participants from the financial consequences of unexpected loss.

### Our Values

Choosing to be bound together in mutual care and concern we will maintain:



Integrity



Excellence



Exceptional Customer



Open Communication



Inclusiveness



**INSURANCE BOARD**

Our insurance serves you so you can serve God.  
*Serve God*





# DIVERSITY AT INSURANCE BOARD

Insurance Board values diversity! Insurance Board agents are exclusively appointed because of their understanding of, and compassion for, the churches we serve. Each one is an independent licensed professional. We are extremely honored to have each member on our team working to help you prevent loss and serving you if loss occurs.

## Featured Agent: Charlie Cutler, California



"At ChurchWest, diversity has always evolved naturally from our core practice of finding the right people—individuals who bring both valuable skills and a desire to grow within our mission-driven environment. Over the past 25 years, without a formal diversity initiative, we have organically cultivated a team that genuinely reflects the rich diversity of the communities and ministries we serve. Recognizing the unique linguistic needs of our ministry clients, we've intentionally expanded our team's language capabilities, particularly ensuring we have staff fluent in Spanish and Korean, to better support and engage with these communities.

Additionally, we've established an inclusive profit-sharing model at our agency, extending equally to all employees, not just owners. This structure not only fosters an inclusive workplace but actively engages every team member in our collective goal—serving our clients efficiently and effectively. Our shared vision ensures safer places for worship and stronger, well-protected ministries. For us, diversity isn't just beneficial—it's foundational to how we serve, understand, and connect deeply with our clients and the communities they support."

## TYPES OF DIVERSITY

- ◇ Heritage
- ◇ Ethnicity
- ◇ Gender
- ◇ Ability
- ◇ Age
- ◇ Language/s Spoken
- ◇ Tenure at the company
- ◇ Department/Line of Business Experience
- ◇ Awards Received
- ◇ Future Goals
- ◇ Accomplishments

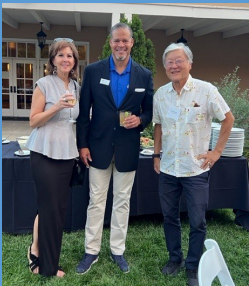
## Featured Agent: Dena Johnson, Montana



"In my family, when someone says, 'I love you,' the other responds, 'I love you MORE.' When my daughter was six, she one-upped us all with: 'I love you infinity.' She's 11 now—and already more confident than many women I've known.

That moment reminded me why this work matters. If we do it right, she won't have to shrink to lead. She'll rise, unapologetically. In commercial insurance—where women are still underrepresented—I lead with MORE: the right Mindset, a drive to Overdeliver, Resilience earned through experience, and Evidence that speaks louder than opinion. I've carved my own line in skiing, golf, and business—spaces not known for girl gang energy—and learned to lead with clarity, grace under pressure, and consistency. Gender equity isn't about checking a box. It's about building stronger teams and a more representative future. Data keeps proving what women already know: empathy, grit, and emotional intelligence aren't soft skills—they're strategic advantages. I work in partnership with men who see equity as strength—not threat. And I'm proud to serve on Insurance Board's Agent Advisory Board, where women in leadership aren't exceptions, but essential. Every win I earn is for my daughter, your daughters, and every girl bold enough to walk into a room not built for her—and make it better. This matters because someday she—whoever she is—is going to get the chance she deserves. At Insurance Board, that's not a goal. It's a promise to do MORE."

## Insurance Board's Recent Agent Meetings





# EQUITY AT INSURANCE BOARD —Backed By Our Board

**Equity is a process that begins by acknowledging an unequal starting place and continues to correct and address the imbalance.**

## WORKPLACE CULTURE diversity, well-being, inclusion and belonging



# CELEBRATE DIVERSITY

### Board Member:

"Diversity and inclusion are part of the DNA of Insurance Board. Their commitment is evident in the makeup of its board and in the services they offer to congregations. I have always been impressed by Insurance Board's determination to provide excellent coverage and services to all its diverse member organizations. As a Board member, I have seen firsthand the welcome and inclusion of each of the Board's diverse membership." —Rev. LaTaunya Bynum

"Embracing diversity and belonging is good practice—it builds trust, strengthens our ministry of support and protection, and brings together diverse perspectives and experiences that make Insurance Board's program more responsive, resilient, and faithful in service to our community."

Andrew Bunn, JD  
Chair of the Board

"As a Board member, I am proud of Insurance Board's commitment to diversity, equity and inclusion. I see this commitment in hiring and in Board make-up as well as in a commitment to ministry that welcomes diverse perspectives, inclusive spaces, and equitable solutions."

Rev. Dr. Diane Weible,  
Vice-Chair of the Board

**"Everyone is a genius. But if you judge a fish on its ability to climb a tree, it will live its whole life believing that it is stupid."**

Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.



# Insurance Board—2025 Board Of Directors



**Andrew Bunn, JD**  
Chair of the Board  
Executive Director,  
Hawaii Conference  
Foundation  
Hawaii Conference, UCC



**Belinda R. King, MBA**  
Co-Owner and Financial  
Consultant



**Rev. Dr. Diane Weible**  
Vice-Chair of the Board  
Conference Minister  
(Ret.)  
Central Pacific  
Conference, UCC



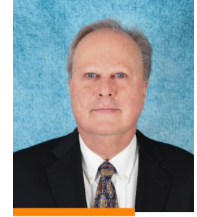
**Daris Bultena**  
Chief Imagination  
Officer  
Presbytery of Tropical  
Florida



**Rev. David Crittenden**  
Stated Clerk (Ret.)  
Presbytery of Ohio  
Valley, PC(USA)



**Rev. David Ackerman**  
Conference Minister  
Penn West Conference



**David Smith**  
Managing Director,  
Newagen Group, LLC



**Rev. Dr. LaTaunya Bynum**  
Regional Minister  
Northern  
California/Nevada  
Region, Disciples of  
Christ



**Rev. Dr. Craig Howard**  
Executive Presbyterian  
Presbytery of Chicago



**Rev. Shana Johnson**  
Conference Minister  
Illinois  
South Conference, UCC



**Rev. Joyce Lieberman**  
Synod Executive (Ret.)  
Synod of South Atlantic,  
PC(USA)



**Rev. James Moos**  
Secretary of the Board  
Executive Director, Faith  
& Finance Ministries  
The Pension Boards, UCC  
(Ret.)



**Rev. John Powell, M. Div.**  
President and CEO of  
Disciple's Church  
Extension Fund



**Reverend Dr. Marsha E Williams**  
Conference Minister,  
New York Conference  
UCC



**Rev. Terry Newland**  
Synod Executive (Ret.)  
Synod of Living Waters,  
PC(USA)



**Alan Relyea, CIH, CSP**  
Vice-Chair (UCIC)  
Principal, LTS Risk  
Management, LLC  
Connecticut Conference,  
UCC



**Conrad Rocha, J.D.**  
Synod Executive  
Synod of the Southwest



**Howard Sewell**  
Risk Control & Insurance  
Professional (Ret.)  
Kansas-Oklahoma  
Conference, UCC



**William (Bill) G. Whitehead**  
Chair (UCIC)  
Insurance Executive  
(Ret.)  
Massachusetts  
Conference, UCC



**Rev. Bill Worley**  
Conference Minister  
Pennsylvania Southeast  
Conference, UCC



**John Vertigan**  
Conference Minister,  
UCC Florida (Ret.)

At Insurance Board, our mission is simple yet powerful.

**Our Mission:** To connect faith-based institutions to comprehensive and customized risk and insurance management solutions anchored in shared trust and sacred responsibility.

We proudly serve a wide network of ecumenical partners formally aligned with the United Church of Christ, including the Christian Church (Disciples of Christ), Presbyterian Church (U.S.A.), Alliance of Baptists, Evangelical Lutheran Church in America (ELCA), and the Reformed Church in America (RCA). Whether you're in a bustling city or a quiet town, we provide reliable Property and liability insurance, auto insurance, workers' compensation, and TULIP for churches across all 50 states.

Our approach is unique, utilizing an independent distribution system that perfectly aligns with our mission to serve faith communities with care and dedication. What truly sets us apart are our Insurance Board Agents. Each one is hand-selected for their deep understanding of, and heartfelt compassion for, the churches they serve. Our independent, licensed professionals are partners in your journey, committed to helping you prevent loss and providing you with the support you need when loss occurs. We are incredibly proud of the team we've built, and we consider it a privilege to walk alongside you, protecting what matters most to your congregation.

[Click Here](#) to watch a video from our President & CEO about Insurance Board's mission statement.



# INCLUSION AT INSURANCE BOARD



**Insurance Board ("IB") is committed to Diversity, Equity, and Inclusion through the following avenues highlighted with words by our staff members:**

- |                 |              |
|-----------------|--------------|
| * Collaborative | * Church     |
| * Professional  | * Thoughtful |
| * Team          | * Inclusive  |
| * Mission       | * Ministry   |
| * Caring        | * Integrity  |
| * Service       | * Faith      |

Insurance Board staff members diligently manage every aspect of our group insurance programs, offering their expertise and guidance.

**Insurance Board Invites you to join us as the newest member of our team!**

As a new hire you could become an integral part of our company's growth and success. We look forward to welcoming you to the team!

[www.InsuranceBoard.org](http://www.InsuranceBoard.org)

## INCLUSION MEANS :

### Staff Member:

"It's a privilege to be part of a diverse team at Insurance Board that embraces diversity, equity, and inclusion. The variety of perspectives, ideas, expertise, and experiences within the diverse team strengthens the company and fosters an environment where everyone feels valued and supported."-Farnaz Ansari, ARM, Vice President, Marketing & Sales

### Staff Member:

"I think the diversity of our staff demonstrates our company's commitment to diversity and inclusion. We come from a variety of backgrounds and bring many different perspectives to our line of work, and that aspect greatly contributes to our company's success. This is something that I feel is uncommon in the industry." -Cy McFarlin, MBA, Director, Claims Administration

### Staff Member:

"At Insurance Board, there is a concerted effort to educate staff and highlight the historical successes of minority individuals. For those of us who are more reserved and less inclined to speak up, these efforts make us feel seen, heard, and celebrated. Beyond that, they make us stronger and smarter as a unit. By opening our eyes to unique and diverse perspectives, we become better equipped to serve the varied needs of our ministries and churches." – Kaili Forrai, Project Manager – Operations

### Staff Member:

"In my view, Insurance Board is an A-rated quality company, not only for the opportunities and support provided to both staff and customers alike, but also in the ways the members of the organization live the values of integrity and serve ministries with the spirit of excellence. By supporting DEI efforts, each representative of the organization can add value to the company in the ways they are gifted to work, I'm proud to contribute creativity to this program for IB's team." -Jamila Brown, MBA, Marketing and Events Specialist

### Staff Member:

"IB exemplifies the true meaning of diversity and inclusion. From the moment I was hired, I felt welcomed by everyone I encountered. I believe the entire staff operates at their full potential due to the inclusive environment that IB has created." - LaToya Peacock CSR-Admin Accounting