

Council Meeting  
New Hampshire Conference, United Church of Christ  
January 15, 2009

Present: Henry Bearisto, Jim Christensen, Paul Cullity, John Gregory-Davis, Don Goodnow, Doug Hatfield, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Rebecca Larson, Wayne Martin, Jessica McCardle, Deb Moore, Les Norman, David Richardson, Gary Schulte, Laura Sevigny, Richard Slater, Pam Spain, Robert Vodra

The Community Gathers

Les Norman called the meeting to order at 4:05 p.m.

The Community Prepares Itself

Frank Irvine led the gathered council in the opening meditation based on Matthew 5:1-16  
Reflection followed upon what it means to be a just peace church.

The Community Reflects on Its Mission

Record of the December meeting was accepted with 2 notations: Richard Slater noted that he had participated in 3 congregational events; Pam Spain was the secretary pro-tem.

Letter dated January 15, 2009 regarding the unit for sale at Family Village was distributed.

The Community Makes Its Offering of Service

The Offering of the Conference Minister – Gary Schulte indicated that this is a trying time financially. Due to budget constraints we will not fill the position of Assistant to the Director of Outdoor and Educational Ministries. Jan Cote is retiring; she will not be replaced. Gary noted that these times, though challenging also offer opportunity – our faith teaches us that.

Conference ministers and conferences have been asked to recognize with a gift the ministry of John Thomas as he moves on. Suggested donation of \$500.00 should be sent to the Wisconsin Conference within two weeks. MOVED by Rebecca Larson, SECOND by Pam Spain that Bill Hoysradt send a check for \$500.00 towards a gift for John Thomas to the Wisconsin Conference. Bill will receive donations towards that. APPROVED

There is a new protocol regarding fitness review for Conference and Associate Conference Ministers; Gary will email that to members of council.

Faith Formation – Paul Cullity and Bill Hoysradt will be setting up a blog

Process for new General Minister and President of the UCC is moving along; expects a nominee for the executive committee in March.

The Offering of the Associate Conference Minister – Richard Slater reminded us about the upcoming Prepared to Serve event. Richard's installation service is scheduled for February 22 at 3:00 p.m. at the Hopkinton Church; an official announcement will be sent out. Noted budgetary concerns are widely shared in our churches. Questions have been raised about compensation packages for pastors. Search and call process is ongoing; 3 churches have been linked up with leadership. Committees for Church and Ministry are working on Boundary Awareness Training ; in 7 of 8 associations standing is contingent upon completion of Boundary Awareness Training.

The Offering of the Director of Outdoor and Educational Ministries – Robert Vodra, now with 3 months behind him reported he is excited to be here. He is working on the upcoming camping season. Has received 4 staff applications; has had conversations with former staffers and campers; a water heater at Horton Center has been replaced. A new Horton Center website has been launched: Hortoncenter.org; one of the goals for the site is on-line registrations. Postcards will go out to former campers. He has attended a CE meeting and is accepting offers to speak at local churches.

The Offering of the Annual Meeting Planning Committee - Jessica McArdle a proposed schedule for Saturday, May 16 and noted that a hearing for proposed resolutions will take place on April 19 at the Conference Center. She entertained many questions such as: why would people stay for Sunday; could a liturgy and possibly a sermon be provided for churches, can the exhibits be open on Sunday, will there be a second keynote presentation, can cost be broken out i.e.: with/without meals. Jessica noted that Richard Slater will lead a Bible study, Robert Vodra will offer the youth component, keynoter will address Church Vitality and the God is Still Speaking theme.

The Offering of the Nominating Committee – Pam Spain proposed the following fill vacancies until May: Vicky Tinsly – Committee for Witness in Action, Kelly Renaud – Outdoor Ministry  
APPROVED

#### The Committee Looks Prayerfully to the Future

The Offering of Budget and Finance – Carolyn Keilig reported on 2009 income and expense. Initial figures show a deficit with Outdoor Ministries being down ~ \$52,000; legal expenses of \$72,448; additional expenditure for sewer pump. The greatest impact is/will be personnel as we are holding off on filling two positions. Bill Hoysradt reported on the use of restricted funds; Bicentennial funds expended to the Horton Center for repairs; OCWM money is still coming in. Doug Hatfield requested the need for OCWM dues information in order to follow-up a discussion from last month.

Robert Vodra is hoping the 2009 camp season will break even ; he has been asked to keep council informed.

2010 Budget – discussion tabled until a budget is presented for perusal; 2010 budget process event will take place on March 7.

#### We Offer Support to Our Colleagues in Ministry

Synod resolutions from Connecticut and Massachusetts were distributed for discussion in February.

#### Time of Returning to the World

Rebecca Larson led us in a closing litany from World News This Week in Prayer [January 9,2009]  
The meeting adjourned at 6:10 p.m.

*Faithfully submitted,*

*Deb Moore*

Council Meeting  
New Hampshire Conference, United Church of Christ  
February 19, 2009

Present: Henry Beairsto, Jim Christensen, Paul Cullity, Margie Galabrun, John Gregory-Davis, Don Goodnow, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Donna Lesley, Don Lyon, Wayne Martin, Deb Moore, Les Norman, Laura Sevigny, Pam Spain, Robert Vodra

The Community Gathers

Les called the meeting to order @ 4:00 p.m.

The Community Prepares Itself

Paul Cullity led us in opening devotions

The Community Reflects on Its Mission

The record of the January meeting was approved.

The Community Makes Its Offering of Service

The Offering of the Conference Minister – Gary Schulte.

At the time of this meeting, Gary was in Cleveland; Les read Gary's report which included: events of the Cleveland meeting; the offering of the candidate for President and Minister of the UCC to succeed John Thomas will happen mid-March; on Feb. 13 Lisa MacNaughton was relieved of her duties 'with cause' and a temp is now in place; response has been positive to the emailing of 'weekly news' from the Conference Center and Gary proposes replacing the GHNews with that. MOTION by Art Urie, SECOND by Pam Spain APPROVED; Gary is hopeful that more will register for the CCL event Preaching Holy Week Texts; he is looking forward to the budget extravaganza will take place on March 7; expressed his surprise [along with many others] at the amount of the budget deficit; a listening visit will take place at First Congregational Church in Littleton on February 23 from 1-5 p.m. Discussion followed regarding surprise at the budget deficit.

The Offering of the Associate Conference Minister – Richard Slater

Due to illness, Richard was absent

The Offering of the Director of Outdoor and Educational Ministries – Robert Vodra

Robert reported he is very busy and that important work is being done; now accepting on-line registrations for summer camp; worked with a graphic company to put together new brochure & posters; has been a joy talking with past and prospective campers; preached in Lebanon; did a workshop at Prepared to Serve

The Offering of Budget and Finance 2009 & 2010 – Carolyn Keilig & Bill Hoysradt

Carolyn reiterated that Budget Extravaganza II is happening on March 7; few worksheets have been received to date; at this point in the process Budget and Finance is not asking for a "rethink" but a "be faithful" budget request. Bill Hoysradt reported that this will be tough year; March will be a first look for the conference council; a check for John Thomas' gift has been sent; pledges for OCWM from churches that submitted pledges the previous year are down ~ 30%. In response to that it was stated that OCWM is increasing recognition by seeking support from individuals as well as churches. In response to the question around payroll commitments Bill indicated there were no

anticipated staff reductions. Jim Christensen noted that new resources for revenue needed to be pursued in the future.

### We Share Our Thoughts on Ministry Around the Conference

Introduction to Visitation – Henry Beairsto

Henry provided an extensive overview of the Visitation Committee as well as a detailed plan for conducting visitations. Donna Lesley spoke about her positive experiences both as having been visited by the committee and serving as a visitor for the committee. Lengthy discussion followed regarding the relationship between the local church and the conference and the visitation committee's role in that as well as the checklist prior to and following the visit; what visiting representatives might bring to the meetings and the purpose of conference council members attending the visitation meetings. Henry would appreciate a member of the council attending an upcoming meeting of the Visitation Committee.

Annual Meeting Update – Kent Schneider

Citing email handouts Kent provided a update of the Planning Committee for the Annual Meeting and noted the resolution items for discussion.

Being Faithful to our Prior Decisions – Les Norman

Citing a clergy colleague's recent involvement with the issue of legalizing gambling in New Hampshire, Les presented the following statement for council approval:

"When the Gathered Conference has voted to take a position on a topic affecting society, Conference Officers and Conference Ministers are expected to support that position actively when the topic arises as an issue in society. In particular, it is expected that they or their representatives will offer testimony in support of the Conference position when State legislation relating to this topic is under consideration." Following discussion [encouraged vs. expected, freedom of conscious], Les agreed to rework the statement for consideration at the next council meeting.

### We Offer Support to Our Colleagues in Ministry

Regarding Synod Resolution from Connecticut: MOTION by Paul Cullity that the New Hampshire Conference Council of the UCC support and endorse the Resolution. SECOND by Frank Irvine APPROVED

Regarding Synod Resolution from Massachusetts: MOTION by Paul Cullity that the New Hampshire Conference Council of the UCC support and endorse the Resolution. SECOND by Jim Christensen APPROVED

Revision to Fitness Review Process for Conference Ministers –

Les indicated that Gary would like to see this process/document adopted by Associations within the Conference MOTION by Jim Christensen that the New Hampshire Conference Council support and endorse the Recommended Guidelines for a Conference Minister Fitness Review. SECOND Paul Cullity APPROVED

Conference Disaster Response Coordinator

Les passed out the responsibilities of the Coordinator. Gary is pursuing the search for someone to fill this position. MOTION by Jim Christensen that this be tabled until month SECOND by Art Urie APPROVED

Committee Nominations – Pam Spain

Upon Pam's recommendation the council approved the nomination of Jennifer Oliver [Dunbarton] to the Planning and Evaluation Committee

Pastoral Relation Committee for Associate Conference Minister – Laura Sevigny

Laura Sevigny MOVED that the following names as members of Richard Slater's Conference Ministers' Relations Committee: Rev. Hal Harrison [chair], Rev. Carla Bailey, Rev. Richard Stuart, Ms. Lois Peeler           APPROVED

Time of Returning to the World

The singing of Amazing Grace

Les adjourned the meeting @ 6:30 p.m.

*Faithfully submitted,*

*Deb Moore*

Council Meeting  
New Hampshire Conference, United Church of Christ  
March 19, 2009

Present: Mel Burrowes, Jim Christensen, Don Goodnow, Doug Hatfield, Bill Hoysradt, Andy Jepson, Carolyn Keilig, Rebecca Larson, Don Lyon, Wayne Martin, Deb Moore, Les Norman, David Richardson, Gary Schulte, Laura Sevigny, Richard Slater, David Smith, Pam Spain, Art Urie, Robert Vodra

The Community Gathers

Les called the meeting to order at 4:00 p.m.

The Community Prepares Itself

David Smith led us in opening devotions

The Community Reflects on Its Mission

The record of the February meeting was approved. The April 16<sup>th</sup> meeting will take place at Havenwood-Heritage Heights beginning at 4:00 p.m. with a dinner break from 5:30-6:30 p.m.

The Community Makes Its Offering of Service

Mel Burrowes shared his planned Sabbatical by Bicycle during which he proposes to raise funds to benefit for the New Hampshire Conference and OCWM. MOTION by Carolyn Keilig, SECOND by Pam Spain to endorse Mel's efforts as well as inform churches within the conference about Mel's sabbatical plans. APPROVED

The Offering of the Conference Minister

Gary Schulte offered his report – see attached

The Offering of the Associate Conference Minister

Richard Slater reflected upon his recent and joyful installation service. Noted that he had attended the Pension Boards Pre-retirement Seminar in Lebanon. Had the occasion to visit a local church the past Sunday; he reported full attendance while noting that New Hampshire ranks 49<sup>th</sup> out of 50 in attendance. Noted the Peace with Justice Task Force event to be held on March 20 & 21. Reminded council members present that the Annual Meeting dates for 2010 need to be announced during the May meeting; any rethinking of dates and location should begin now.

The Offering of the Director of Outdoor and Educational Ministries

Robert Vodra offered his report – see attached

We Share Our Thoughts on Ministry Around the Conference

Annual meeting update – Les shared contents of an email update sent by Kent Schneider.

To date 58 had registered including 4 youth and 1 infant

Discussion followed pursuant to the process for setting dates/times/locations. It was mentioned that we might be locked into present location for 2 more years. Is a 1-day annual meeting possible? Noted that there were variable in terms of cost; the Plymouth Church will make 40 beds available.

It was stated that there seems to be some disconnect; it will be requested that someone from the planning committee be present at the next council meeting.

Visitation Revisited – Les noted that as a result of the September Council retreat, council made the decision to participate in visitation team meetings; thus far only 4 members have signed up to do so. Lengthy discussion followed regarding the lack of foundational pieces for churches as well a historical perspective dating back to the 70's around suspicion on the part of local churches with "Conference visitors." David Smith spoke to his positive experience with local churches; he will set up a training meeting for potential visitors.

Being Faithful to Our Prior Decisions – Les presented a revised statement pertaining to Active Support of Annual Meeting Resolutions. MOVED by Jim Christensen, SECOND by Don Lyon to approve. After discussion and the acknowledgment that this statement [attached] authorizes officers and ministers to advocate for resolutions, the motion was APPROVED

Family Village proposals and resolutions – Andy Jepsen presented an update on Family Village [see attached] She noted that a buyer had been found and the unit had been sold. Discussion followed pertaining to the current equity formula and restriction, which negate the formula for affordability. Council was asked to approve the dissolution of the land lease/equity restriction. MOTION by Doug Hatfield to support, with clarity needed around perpetuity of development rights when property is developed, that land be traded for development rights. SECOND by David Smith APPROVED. Consensus regarding the direction of affordability in the future that council will trust John Eller

We Take Responsibility for the Conference's Financial Well-being – Carolyn Keilig presented the 2010 budget proposal noting that discussion during the 'Budget Extravaganza' affirmed Conference staff, honored the work of the Personnel Committee and affirmed the 45/55 split for OCWM. Indicated concerns about the long-term finances of the Horton Center and how to manage it in the future. Conversation was also held regarding the Media Center and its relationship with the Episcopal Diocese – monies committed and the communication of the same. Further discussion included the \$21K decrease in OCWM from previously pledging churches; line item 33 regarding Ukama. Gary indicated that adjunct staff was now becoming contract personnel moving out of staff salary line item. Question was raised if legal counsel had reviewed this. MOTION by Carolyn Keilig SECOND by Jim Christensen that council endorse the budget to be presented at annual meeting. APPROVED

Restoring Horton Center camping program financial stability – Les noted that there is estimated an anticipated shortfall of \$40K for 2010. He presented a proposal 'that a team be formed and assigned to assess the financial state of the Horton Center camping program and to develop a plan to return the program to financial stability.' A list of suggested team members was presented; it was noted that there should be some 'new faces' on the team and it was further recommended the team look at trends in outdoor ministry and mainline denominations. MOTION to accept the proposal by Rebecca Larson SECOND by Pam Spain APPROVED [proposal attached]

Use of Conference Facilities – Robert Vodra asked council to allow him to pursue use of the large and or small conference room for an EMT class that would potentially meet on Mondays and

Wednesdays and occasional weekends. This would be a pilot agreement. Consensus from council was to have Robert pursue this use of the facility.

UCCIB letter to congregations – Gary presented attached letter for mailing to congregations. MOVED by Doug Hatfield SECOND by Les APPROVED

Our Town Energy Alliance – Jim Christensen presented an overview of this program on behalf of OCWM. Program is available to private individuals as well as institutions. Council consensus: post the website [www.otchoice.com] without endorsement on the New Hampshire Conference website.

We Offer Support to Our Colleagues in Ministry

Gary Schulte spoke to contract services and the projected appointment of a Disaster Response Coordinator [a volunteer position]. This person would attend a 1-2 day yearly training in Cleveland.

Time of Returning to the World

Les Norman offered the closing at 7:20 p.m.

*Faithfully submitted,*

*Deb Moore*

Council Meeting  
New Hampshire Conference, United Church of Christ  
April 16, 2009

Present: Henry Beirsto, Jim Christensen, John Gregory-Davis, Don Goodnow, Doug Hatfield, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Don Lyon, Wayne Martin, Jessica McArdle, Deb Moore, Les Norman, David Richardson, Kent Schneider, Gary Schulte, Laura Sevigny, Richard Slater, Pam Spain, Jeff Stephens, Matthew

The Community Gathers

Les called the community to gather at 4:05 p.m. in the conference room at Havenwood Heritage Heights.

The Community Prepares Itself

David Richardson offered an opening prayer by Ted Loder

The Community Reflects on Its Mission

The record of the March meeting was approved as amended.

John Gregory-Davis introduced our guest, Matthew; reporting on behalf of the Executive Council meeting indicated that the proposed restructure at the national level of the United Church of Christ will not occur at this point in time; affirmed the nomination of Geoffrey Black by the search committee to be the new President and Minister of the United Church of Christ.

The Community Makes Its Offering of Service

The Offering of the Conference Minister

Gary Schulte distributed his written report – attached

MOTION by Frank Irvine SECOND by Doug Hatfield to authorize Gary, Carolyn Keilig and Ed Koonz to enter into a new agreement with Pastoral Counseling Services for 2009-2010.

Discussion held regarding the discontinuance of the UCC News after the August/September edition as well as the discontinuance of the Quarry.

Gary distributed copies of letters that he has recently written to the New Hampshire State legislature.

The Offering of the Associate Conference Minister

Richard Slater indicated that plans for the Annual Meeting were progressing well; encouraged all to attend worship on Sunday; indicated that he would make a sermon available on the NHCUCC website for laity to read on Sunday. In response to a question regarding comparison of incoming registration with the prior year it was noted that determination hadn't been made as of this meeting. Richard highlighted the need for consistency between the 8 Committees on Ministry. He has been working with and supporting clergy – particularly three who are coming to an untimely close to their ministries. Continues to work with churches in distress. Noted that there are 3 upcoming Association meetings and an attempt would be made to provide a conference presence. The first week of May he will attend an orientation for new conference staff.

The Offering of the Director of Outdoor and Educational Ministries

Robert Vodra offered his report [attached] and noted as of noon this date 147 registrations had been received. To date has "sold" \$58,191 worth of camp and collected deposits in the amount

\$18,470. He has been interviewing and hiring staff; expects the application for summer camp licensing to arrive soon.

#### The Offering of Budget and Finance

Carolyn Keilig and Bill Hoysradt presented financial report

#### We Share Our Thoughts on Ministry Around the Conference

Kent Schneider and Jessica McArdle presented an update on annual meeting planning; noted registrations of 297 thus far, 15 signed up for Sunday choir; expectations for youth participation have been exceeded with more than 25 registered.

#### Visitation Committee Response

A discussion was revisited concerning the consistency of the message being brought to the churches. The visitation committee understands the time to be that of listening; the conference seems to understand it a time to publicize the conference. Can efforts be combined?

#### Nominating Committee

Pam Spain submitted Les Norman as nominee to serve on the Planning and Evaluation Committee

#### Time of Returning to the World

At 5:30 we adjourned to the dining room for dinner with our friends at Havenwood Heritage Heights, a presentation, and the reading and renewal of the Covenant Between The Council of the New Hampshire Conference of the United Church of Christ and the Board of Directors of the United Church of Christ Retirement Community, Inc.

Following the renewal of the covenant the gathered council adjourned.

*Faithfully submitted,*

*Debra Moore*

Council Meeting  
New Hampshire Conference, United Church of Christ  
June 18, 2009

Present: Paul Cullity, John Gregory-Davis, Margie Galabrun, Ruth Gallot, Michael Gfroerer, Don Goodnow, Doug Hatfield, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Rebecca Larson, Wayne Martin, Deb Moore, Gary Schulte, Kent Schneider, Laura Sevigny, Richard Slater, Pam Spain, Jeff Stevens, Art Urie, Robert Vodra

The Community Gathers

Wayne Martin called the meeting to order at 4:10 p.m. Members of the conference council were introduced and welcomed.

The Community Prepares Itself

Robert Vodra led us in the commissioning of the Horton Center Staff.

The Community Reflects on its Mission

Orientation presentation for Council members; those present received the council resource book on CD. Sign-up sheet for opening and closing reflections was passed around. The Record of the April meeting was approved with one amendment.

The Community Makes its Offering of Service

The Offering of the Conference Minister – Gary Schulte noted that as the council engages in the year ahead it is a time of great anticipation; trust and understanding still to be built upon. He is hopeful that the 8 associations within the conference will view their work as organic. Also noted our calling to serve faithfully in these economic times. Expressed thanks to the Annual Meeting Planning Committee and staff for all their efforts pertaining to the Annual Meeting. Expressed hope that an all committee gathering will come to fruition in the future. Donna Follansbee has been hired as the full time assistant to the Finance Officer and as receptionist. A promised assistant position to the Director of Outdoor and Educational Ministries has not been filled, though Robert has had a volunteer assisting him. Expressed hope and expectation that council members accept unified authority, that council be a collective center for conference activity and be responsible for the oversight of conference activity ... council represents the New Hampshire Conference of the United Church of Christ. Reported that church and ministry work has been a major focus filled with spiritual, physical and emotional energy. Requested those present to take certificates for OCWM contributions to their churches. Gary indicated he is looking forward to the Conference of Council Ministers and General Synod. Included in the 29 proposed resolutions is major restructuring at the national level and a bylaw change to re-define authorized ministry with each association committee on ministry determining their own path. Noted he will take two weeks vacation in August.

The Offering of the Associate Conference Minister – Richard Slater reported on his participation with various commissions and task forces including general synod delegation meetings, accessibility, visitation, church and ministry committees, annual meeting planning, interim ministers group, etc. He expressed hope that committees on ministries develop some consistencies. Noted his participation in and at numerous association and local church events as well as appointments with local clergy.

The Offering of the Director of Outdoor and Educational Ministries – Robert Vodra was in transit to the Horton Center.

The Offering of the Treasurer – to be offered at the next meeting.

The Offering of Budget & Finance – Bill Hoysradt presented an overall report of finances noting that OCWM receipts are \$5000.00 less than the same time last year. Outdoor Ministries is running behind last year, however; registrations are steadily coming in. Expenses are about the same with Outdoor Ministries start-up expenses slightly higher as it is the beginning of the season. Will have to wait until the end of June for a comparison of Annual Meeting expenses/revenues. He anticipates it will be necessary to tap into the line of credit this summer. A 2007 John Deere tractor was purchased for the Horton Center – price of \$17,000.00  
Carolyn Keilig noted that Budget and Finance met on June 16 and will meet in either July/August. Committee has concerns with the deficit and will have recommendations in the fall for the conference council.

#### Sharing Our Thoughts on Ministry around the Conference

Clarifying the Resolution Process at Annual Meeting – questions arose at annual meeting as to what people were voting on. Consensus- people are voting on the “Resolved” portion.

Resolution Authorizing Conference Minister and Treasurer to sign Financial Documents

MOTION by Doug Hatfield SECOND by Bill Hoysradt that:

“The council resolves that the following people are authorized signature authority for all checking, savings, money market accounts and the United Church Investment Account currently owned by the New Hampshire Conference and that they are also authorized to open new accounts as necessary to conduct Conference business:

Rev. Gary Schulte, Conference Minister

Mr. Michael Gfroerer, Conference Treasurer”

MOTION APPROVED

Review of Our Financial Procedures – MOTION by Michael Gfroerer SECOND by Frank Irvine that:

“Budget and Finance to be asked to review our present procedures for best practices regarding the signing of checks, capping of check amounts, auditing process, job descriptions of all committees.

MOTION APPROVED

Discussion followed pursuant to the 2009 budget...how is alarm communicated to local churches; how can the conference use stewardship practices available from national. Gary indicated that he would like to make an adjustment going into the 4<sup>th</sup> quarter. It was suggested that perhaps dues could be raised and the ‘friends of the conference’ letter could go out sooner. It was suggested that we need to look at the revenue side of our budget as well as expense side.

Recap of Annual Meeting and Financial Shortfall – Kent Schneider passed out summary of evaluations received. The annual meeting planning committee met with Richard Slater and Deanna; it was clear that the resolution model didn’t work smoothly and that will be reevaluated for next year. Exhibitors fees ranged from 25 - \$35 while Waterville Valley Conference Center charged \$50.00; suggests an orientation for first time delegates and that each association be represented on the annual meeting planning committee. Richard Slater commented that overall the annual meeting worked well and in some cases better than previous years; leadership was tremendous.

One exhibitor indicated the exhibit space was the best space in five years. Discussion about mission partners having to pay for space vs. exhibitors selling items. Gary reflected on the good energy present; suggests we look at a refund policy and registration deadline. Rebecca Larson noted a positive experience from a clergy person's perspective in regards to the Saturday/Sunday format. It was stated that questions regarding next year go first to the annual meeting planning committee and then to council. We have a two year contract and will be back at Waterville Valley on May 15 and 16, 2010. Financial shortfall will be looked at further in September.

Synod Budget – general synod budget was under funded by approximately \$8000.00. Tradition has been to fully fund delegates and this was made possible with the help of the associations and national. Funding was inadequate this year due to the Grand Rapid location [450-500 for airline travel], and desire to send an additional person. Shortfall is estimated at \$515 per delegate. Immediate proposal is to draw \$8000.00 from the Pembroke Fund which has been under utilized by the conference and churches for years. Request that Budget and Finance increase the budgeted amount for future years [2010 in Tampa, 2014 in California]

MOTION by Carolyn Keilig SECOND by Art Urie to withdraw \$8000.00 from the Pembroke Fund  
MOTION APPROVED with the further understanding that Gary and Bill were on board with this. It was noted that Gary and Richard would both be taking their travel out of their travel accounts which covers national travel as well as local travel, thereby allowing more funds for delegates.

Nominations:

Margie Galabrun's resignation as Chair of Facilities and Grounds Committee was approved  
Doug Hatfield recommended Don Goodnow to fill the position and he accepted.  
Approved the Personnel Committee's recommendation of Judith Gooch to the ACM Relations Committee

#### Time of Returning to the World

Homework - Wayne Martin suggested that over the next 1-2 years council look at a larger picture in order to provide Budget and Finance with more information.

He asked Council members to consider 3 questions/aspects about the conference:

Name 2 functions that are working well and we should continue to fund

Name 2 functions we don't need to do any longer

Name 2 functions we aren't doing but should be

Additional Item – Gary indicated that the Commission for Congregational Life was reviewing Conference Compensation Guidelines and would be meeting without staff. Council approved a 1.7% COLA on base salaries for authorized ministers [this is the percentage presently in the 2010 budget for conference staff]. MOTION by Doug Hatfield SECOND unanimous MOTION APPROVED with 1 abstention.

Following a Closing Prayer offered at 7:35 p.m. council adjourned.

*Faithfully submitted,*  
*Debra Moore*

Council Meeting  
New Hampshire Conference, United Church of Christ  
September 17, 2009

Present: Dawn Berry, Evelyn Clowes, Paul Cullity, John Gregory-Davis, Margie Galabrun, Ruth Gallot, Michael Gfroerer, Don Goodnow, Doug Hatfield, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Don Lyon, Wayne Martin, Deb Moore, Cyndi Morse, Deborah Pratt-Peckham, Gary Schulte, Laura Sevigny, Richard Slater, David Smith, Pam Spain, Art Urie, Robert Vodra,

The Community Gathers

Wayne Martin called the meeting to order at 4:05 p.m.

The Community Prepares Itself

Carolyn Keilig led us in worship.

The Community Reflects on its Mission

Welcome and introduction of conference council members present offered.

Record of the June meeting accepted with the note that though it occurred after the meeting was over, a conversation about the leadership gathering did occur and should be noted.

The Community Makes its Offering of Service

The Offering of the Conference Minister – Report from Gary Schule attached.

The Offering of the Associate Conference Minister – Report from Richard Slater; see attachments. Richard made the recommendation that \$6486.09 not used by delegates be returned to the Pembroke Fund. MOTION by Doug Hatfield, SECOND by Pam Spain. APPROVED  
Draft of Proposed Travel Reimbursement Policy for General Synod Delegation was distributed; council members were asked to read and be prepared to vote on it at the October meeting.  
Important Considerations for the 2010 Annual Meeting – after much discussion MOTION by Carolyn Keilig: “The Conference Council of the New Hampshire Conference of the United Church of Christ recommends to the Annual Planning Committee that the 2010 Annual Meeting of the New Hampshire Conference be a 1 day event in the fall at a population central location.” SECOND by Michael Gfroerer APPROVED.

Two requests from the New Hampshire Council of Churches received. Richard will circulate materials for discussion and vote at the October meeting.

The Offering of the Director of Outdoor and Educational Ministries – Report from Robert Vodra attached.

The Offering of the Treasurer – Michael Gfroerer stated that he found the overall big picture disturbing and noted the following: the status of draw on the line of credit at \$80,000.00; the under utilization of the Conference Center facility; the need to examine the subsidizing of the outdoor ministry program; current budgeting process may not reflect some realities; the need for a plan to address the shortfall; the need to clarify for member churches what the conference does; need to reduce expenses and or increase income. Discussion followed the treasurer's report. Regarding the Horton Center; it was noted that the Horton Center Task Force [Wayne Martin, Robert Vodra, 2 members of the Outdoor Ministries Board, a member of Building and Grounds and a member of

Budget and Finance] has been formed to look at all aspects of the Outdoor Ministry program and ways to make Horton Center financially viable. Recommendation made that Gary Schulte, Michael Gfroerer, Doug Hatfield and Art Urie meet to brainstorm ways to assist in the marketing of rental space available at the Conference Center.

The Offering of Budget and Finance – Operating Statement was distributed. Bill Hoysradt predicted that we will end up with the same deficit as last year. Noted the possibility of restricted fund money that could offset the present deficit associated with the Horton Center; quite possible that in 2010 we will need to go into investments to pay off the line of credit. The 2010 budget needs to be revisited as it isn't valid. MOTION by Doug Hatfield [?] to allocate unspent General Synod funds [\$6486.09] to annual meeting line item superseding prior vote to return same amount to the Pembroke Fund. SECOND by Art Urie. APPROVED. Wayne Martin indicated that the Executive Committee will have a plan next month to address the shortfall.

#### Sharing Our Thoughts on Ministry around the Conference

The Offering from the Nominating Committee – no report to offer this month.

Discussion of prioritizing the functions of the Conference [homework assignment] – Wayne Martin recalled his previous questions for the council to wrestle with: [1] what do we do well and should not tamper with? [2] what has outlived its usefulness ? [3] what services should we be providing that we are not?

Reminder of the September 26 was offered as well as a request for food items.

New conference directories were made available.

#### Time of Returning to the World

The meeting was adjourned at 6:32 following the closing prayer offered by Deb Moore

*Faithfully submitted,*

*Deb Moore*

Council Meeting  
New Hampshire Conference, United Church of Christ  
October 15, 2009

Present: Paul Cullity, John Gregory-Davis, Michael Gfroerer, Don Goodnow, Doug Hatfield, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Rebecca Larson, Don Lyon, Wayne Martin, Deb Moore, Cyndi Morse, Gary Schulte, Laura Sevigny, Pam Spain, Richard Slater, Art Urie

The Community Gathers

Wayne Martin called the meeting to order at 4:05 p.m.

The Community Prepares Itself

Art Urie led us in worship.

The Community Reflects on its Mission

Minutes of the September meeting were accepted with 2 amendments.

The Community Makes its Offering of Service

The Community decides on a policy of paying for General Synod – Moved by Doug Hatfield, Second by Art Urie to approve the draft presented in the previous month of Travel Reimbursement for the General Synod Delegation. Following discussion MOTION APPROVED

The Community decides on whether to support the Fair Tax Coalition – Richard Slater provided council with background information about this request. Moved by Art Urie, Second by Frank Irvine to “endorse the direction of the coalition”. MOTION APPROVED. Richard Slater will report back to the New Hampshire Council of Churches

The Community decides whether to support the resolution on torture – Moved by Cyndi Morse to “endorse the commission for inquiry”. Second by Pam Spain. MOTION APPROVED. Richard Slater will report back to New Hampshire Council of Churches

Offering from the Nominating Committee – Pam Spain presented the following names for approval Board of Outdoor Ministries – Maryann Drapcho – Rockingham Association  
Cindy Melhorn – Cheshire Association  
Kate Butterfield – Cheshire Association

ALL APPROVED

The Committee is working on vacancies to the Annual Meeting Planning Committee

The Offering of the Conference Minister – Gary Schulte

Nothing new to report on the lawsuit. Expressed gratitude for the recent Leadership Gathering. Noted his calendar schedule in the upcoming weeks. Presented a viewing of the DVD ‘Changing Lives’

The Offering of the Associate Conference Minister – Richard Slater

Reported on the work involved in the search and call process. He has taken 1 week of vacation. Continues to work with the annual meeting planning committee

The Offering of the Director of Outdoor and Educational Ministries – Robert Vodra  
Attached

The Offering of the Treasurer – Michael Gfroerer

Noted that member churches knowledge of conference was evident at the Leadership gathering. Michael, Doug, Art and Gary are studying the Pilot Agreement made with the town of Pembroke Stated that Budget and Finance needs to begin looking at the 2010 budget.

Updated council as to the status of our line of credit, which was further elaborated on by Bill Hoysradt. Bill would like to see the \$100,000.00 off the books by December 31, 2009.

Motion by Paul Cullity, Second by Doug Hatfield that “we pay CIF the amount of \$100,000.00 plus whatever interest would have been accrued in the period these funds were held by Citizens Bank without interest for a total of \$103,579.00 by December 31, 2009. MOTION APPROVED

The Offering of Budget and Finance – Carolyn Keilig

Noted no quorum since annual meeting. Presently looking into two other banking institutions  
Motion by Carolyn Keilig, Second by Frank Irvine to approve the Resolution of the Conference Council to allow selection of a new bank for cash accounts, a line of credit, and credit or debit account and further authorize signers on the cash accounts and line of credit [resolution attached].  
MOTION APPROVED

The Offering of the Horton Center Task Force – Wayne Martin

Recounted council's authorization of a task force to investigate ways to make Outdoor Ministries self-sufficient. Task force members Wayne Martin, Robert Vodra, Carolyn Keilig, Nan Nutt, Paul Cullity, Bruce Beckley, and Bob Curry convened on 9/29/2009 during which they explored the relevancy of camping programs today as well as several budgetary options.

The Offering of the Personnel Committee – Don Lyon

Reported on the favorable process as well as end result of Gary's performance review; also noted concern's for Gary and his well-being in light of all that is happening

Sharing Thoughts on Ministry Around the Conference

John Gregory-Davis noted that the New England Conferences were sponsoring a Just Practice Event November 6, 2009 in Worcester, Massachusetts; there are 5 scholarships available. Also reported that he has been trained to be a trainer for the new UCC justice curriculum

Thoughts around the Leadership event were positive with the feeling that the timing for the event was appropriate and should be repeated again next year.

Discussion of prioritizing the functions of the Conference: initial responses to Wayne's questions: What are we doing well and should continue?:

Gary noted that during the leadership event, every line item [ministry] in the budget was noted as being an essential function of the conference

Conference minister, associate conference minister and enough staff so they can do their job

Functions of search & call; educational ministry in all its settings

Sacramental component & those essentials that build us as a community

Clergy support groups, support to church and ministry committees

What might we give up?:

Suggestions included the camping program; facility; media center – we need to look at each of these and see if they have outlived their purpose. Move away from idyllic places that are money pits

What might we do more of?:

Look at organizational models

Build community and sense of belonging

Have a missional vision emanate from the conference

United Church of Christ is a priority as is the conference minister and the relationship of conference; bring relationship of the UCC and what it stands for to the local churches

Have conference wide offerings that bring the conference together such as Prepared to Serve

Make the UCC real in the life of the local church

Following the closing prayer offered by Doug Hatfield, Wayne adjourned the meeting at 6:30 P.M.

*Faithfully Submitted,*

*Deb Moore*

Council Meeting  
New Hampshire Conference, United Church of Christ  
November 19, 2009

Present: Dawn Berry, Gordon Crouch, Paul Cullity, John Gregory-Davis, Elaine Forst, Don Goodnow, Doug Hatfield, John Herbert, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Don Lyon, Wayne Martin, Deb Moore, Cyndi Morse, Debra Pratt-Peckman, Gary Schulte, Laura Sevigny, Richard Slater, David Smith, Jeff Stevens, Art Urie, Robert Vodra,

The Community Gathers

Wayne Martin called the meeting order at 4:05 p.m.

The Community Prepares Itself

Don Lyon led us in worship

The Community Reflects on its Mission

The record of the November meeting was accepted as amended.

The Community Makes its Offering of Service

The Offering of the Conference Minister – Gary Schulte offered a visual presentation of his report prefaced around Philippians 1:3-6. He highlighted the status of the search and call process in the New Hampshire Conference; his recent visits to area churches; the salary and breakdown of New Hampshire clergy in comparison to the national level; indicated that the new website was almost ready; the weekly news subscription has increased and is now at 1100; monthly news bulletins are being used; he has been attending meetings and will take vacation 12/21/2009 – 01/03/2010.

The Offering of the Associate Conference Minister – Richard Slater indicated that information pertaining to Prepared to Serve will be mailed next week. Further offered that he has been meeting with the Annual Meeting Planning Committee; reflected on the monthly bulletins for the weekly news [begun in September] stating that themes of justice were reflected in the Advent readings; he is open to suggestions for other ways the conference touches congregations; noted that in his meetings with area churches there is talk of cutting back as well as supporting churches that are doing well.

The Offering of the Director of Outdoor and Educational Ministries – Robert Vodra's report was distributed and is attached.

The Offering of our representative to national UCC Justice and Witness Ministries Board – Gordon Crouch reported he had attended a meeting at the national level from 10/29 – 11/01/2009; regarding proposed unified governance - there was nothing new to report; 30 persons attended the Justice Leaders Engaging Development training and are now able to train others in developing justice ministries which go beyond charity; spoke about the Conference Relations Initiative which seeks to strengthen relationships between seminaries, conference staff and justice leaders; discussed the goals of the Regional Justice Group.

The Offering of the Annual Meeting Planning Committee – John Herbert's written report was distributed. John MOVED "that the New Hampshire Conference Council of the New Hampshire

Conference of the United Church of Christ approve having the 2010 Annual Meeting of the New Hampshire Conference as a one day event on October 23, 2010 at the Grappone Conference Center in Concord, New Hampshire. SECOND by Paul Cullity. APPROVED

Following discussion as to whether the gathered conference had the right to suspend the by-laws, Doug Hatfield MOVED "that the New Hampshire Conference Council, acting as the gathered conference, suspend the by-laws to allow holding the 2010 Annual Meeting of the New Hampshire Conference of the United Church of Christ on October 23, 2010 at the Grappone Conference Center in Concord, New Hampshire. SECOND by Art Urie. APPROVED

The Offering of the Treasurer – Laura Sevigny noted that OCWM receipts were up \$83,000.00; receipt of per capita dues was also up; Friends of the Conference receipts continue to come in; we are current with our giving to the national church; the process of moving to a new bank was on-going and accounts with Sovereign and Citizen's will be closed out. Bill and Michael have looked at and presented a review of the 2010 budget.

The Offering of Budget and Finance – Carolyn Keilig on behalf of the Budget and Finance Committee presented the following MOTION: "The Budget and Finance Committee of the NHCUCC recommends to the NHCUCC Council that Conference membership dues be raised by \$1.00 a year for five years. SECOND by Frank Irvine. Discussion followed during which several concerns were noted [perhaps OCWM giving would suffer; suggest churches tithe their operating budget; the inability of small churches to do so, concern was also expressed as to whether the proposed increase in membership dues should go to the entire body for a vote]; it was also noted that OCWM has been doing their best for 7 years and keeping dues low has not helped. MOTION APPROVED with 2 negative votes.

Revised draft of the 2010 budget will be looked at. Comments should be passed on to Budget and Finance by January 4, 2010.

The Offering of the Nominating Committee

Wayne Martin on behalf of the Nominating Committee presented the following for approval:  
Annual Meeting Planning Committee 2011: Rev. Gayle Whittemore, Rev. Bill Salt  
Stewardship Development Committee 2011: Michele Tremblay  
APPROVED

The Offering of the OCWM Committee – Elaine Forst noted that the committee is trying to be present in churches by hand delivering certificates to the 5 for 5 churches and OCWM giving congregations; they will have workshops at Prepared to Serve; the committee would appreciate any suggestions for further promoting and increasing OCWM giving.

#### Sharing Our Thoughts on Ministry around the Conference

Thoughts about Christian Education in our Conference – David Smith and Robert Vodra discussed the implications presented with the current rethinking, at the national level, of the certification process of educators' in the United Church of Christ; a process which began about 40 years ago.

Discussion of the future direction of the New Hampshire Conference – Don Lyon representing the Planning and Evaluation Committee reported that Gary's evaluation noted an increase in trust level throughout the conference; stated that Gary's "Envisioning a New Conference' was and will be

useful and that members of the council bring Gary's vision to our committees and see if they can work with it; keep the vision on the agenda; stated that the vitality presentation by Anthony Robinson was positive and well attended.

Time of Returning to the World

Following the closing prayer offered by Don Goodnow the meeting was adjourned at 6:13 p.m.

*Faithfully submitted,*

Council Meeting  
New Hampshire Conference, United Church of Christ  
December 17, 2009

Present: Dawn Berry, Bernard Burditt, Paul Cullity, Margie Galabrun, Ruth Gallot, Michael Gfroerer, Don Goodnow, Doug Hatfield, John Herbert, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Nora Larsen, Don Lyon, Wayne Martin, Deb Moore, Cyndi Morse, Gary Schulte, Laura Sevigny, Richard Slater, David Smith, Jeff Stevens, Art Urie, Robert Vodra

The Community Gathers

Wayne Martin called the meeting to order at 4:05 p.m.

The Community Prepares Itself

David Smith led us in opening worship.

The Community Reflects on its Mission

The record of the November 2009 meeting was accepted with the amended additional note to the Budget and Finance report: concern was also expressed as to whether the proposed increase in membership dues should go to the entire body for a vote.

The Community Makes its Offering of Service

The Offering of the Treasure – Michael Gfroerer previewed the report of Budget and Finance noting OCWM receipts, possible consolidation and streamlining of funds, revisions to the 2010 budget, unknown financial component of Outdoor Ministries, respite provided to budget preparation due to change of date for the 2010 Annual Meeting.

The Offering of Budget and Finance – Bill Hoysradt reported that 2009 basic mission support appears to be going down; he anticipates good receipts in January; fellowship dues are coming in; friends of the Conference well exceeds budget; he is optimistic about OCWM. Carolyn Keilig presented a revised draft of the 2010 budget. Wayne Martin asked the gathered conference to bring the revised draft of the budget to their committees for further discussion.

The Offering of the Conference Minister – Gary Schulte reported that the plaintiff in lawsuit against the conference has filed for bankruptcy surfacing questions around the outcome of the lawsuit. Insurance policies for 1979 & 1980 still have not been located. The UCC Insurance Board has diversified; conferences are now owners of the company and the scope of denominations has widened. New name is the United Church Insurance Association.

The Offering of the Associate Conference Minister – Richard Slater provided an update of his ongoing activities and presence at various search and call/association/fall/annual meeting planning meetings. The Prepared to Serve brochure has gone out and registrations are beginning to come in.

The Offering of the Director of Outdoor and Educational Ministries – Robert Vodra gave a visual presentation of the new website for the New Hampshire Conference of the United Church of Christ about which he encourages feedback.

An AED has been purchased [with the assistance of a grant] and installed at the conference center. An organizational meeting of church educators was held with 17 educators/clergy in attendance. Publicity for 2010 outdoor ministries program will begin in January/February; there is a need for written policies so that everyone is operating under the same rules. There are spots for 50 youth from New Hampshire at the New England Regional Youth Event in June; CE Core training will be held at the conference center on 2/6; Horton Center will have a labyrinth at Prepared to Serve; two workcamps are scheduled in April.

*Faithfully submitted,*

*Deb Moore ...*

*with thanks to Laura Sevigny's notes representing the  
balance of the meeting*

Additional minutes from the December 17 Council Meeting.

**Offering of Margie Galabrum:** Margie brought information from the National Executive Council.

Exercise: Imagine yourself looking at a fish bowl- not the fish, but the environment that gives life to the fish. Their discussion was around how to reach everyone; how to think creatively and not leaving anyone out, how to maintain personal relationships in a new IT culture?

Giving practice analysis says that:

- OCWM declining. Economics are accelerating that decline and the Church will Be the last to recover, if it does.

- The average age of members is 65

- Wealth is redistributing to women over 70

How do we use this information? Do we refine OCWM? How do we entreat people into giving or supporting? How do we make the case? We know that people want to see outcome: "What difference will my money make?" How can we use this in our efforts to get financial support?

Youth and young adults are saying that we have heard from them but that we don't make changes- are we willing to change? They are interested in service and justice issues. Many are passionate about social justice grounded in faith. Many are already doing service, but not with UCC (or church). Fewer YYA are engaged in faith activities-steady decline since 50's. How do we hear from the YYA not already committed to UCC. How do we engage them?

Leadership Development should include a different kind of model that is understanding and comfortable with all the above and help people to understand their discipleship-all else will follow.

**Offering of the Nominating Committee-**No chair at the time of this meeting. It was moved, seconded and approved for Rev. Lorraine Giles to serve on Budget & Finance.

**Ministry around the Conference:**

**Housing Allowances:** For tax purposes the Council approves housing allowances % for Conference pastors at the end of each year. The question was asked if NHCUCC would have any liability regarding the amount requested as housing allowance. Attorneys present assured others that the burden of accounting falls on the pastor. Pastors are

considered to be self-employed. 2010 housing allowances for Rev. Schulte, Rev. Slater and Rev. Vodra were approved by the Council and are on file with at the Conference.

**Consolidation of Accounts with Similar Purposes:** Finance Officer, Bill Hoysradt presented a list of funds with their permitted use, comments and average market value as of September 30, 2009. The purpose of consolidating like funds is to make them easier to manage and easier to facilitate. Doug Hatfield and Bill previously discussed the possibility of any legal ramifications (none noted at initial review) but Doug noted that we needed to make sure to keep the integrity of the individual accounts to include original purpose and donor. It was suggested that Bill's concept be reviewed by others. Bill has some of the original documentation and memos of understanding. Other funds original documentation has not been located. John Herbert, Doug Hatfield and Don Lyon agreed to review the funds to ensure we are honoring the reason for the original donation should we consolidate. This working group will report back to the Council in the near future.

**Ministries Issues Pronouncement:** National is asking for a by-law change which requires ramification of 38 conferences. Rev. Schulte is looking for Council to add this item to the Annual Meeting agenda and will send a link so Council members can review the document prior to a vote. It was noted that the Council should review and make a recommendation to the gathered conference at Annual Meeting. During the Council discussion, Conference Ministers will give an overview and their opinion.

<http://www.ucc.org/ministry-issues/>

**Wider church Ministries/Common Global Ministries:** Kim McKerley submitted a written report capturing her experience at this National meeting. Copy available from the Conference office.

**Ice Dams on Conference Center Roofs:** A report submitted by Tom West on September 2, 2009 was reviewed. After much discussion, it was suggested that Facility & Grounds take the issues out for bid and report back to the Council in the near future. A special "thank you" to Tom Werst for his in-depth analysis of the issues.

**Ratification of the Comprehensive Nuclear Test Ban Treaty:** Frank Irvine shared a November 17, 2009 letter to Senator Judd Gregg and urged any and all to consider signing (contact Gordon Crouch). They have 40 signatures as of this meeting.

#### **Miscellaneous:**

Gary reported that the plaintive in the pending lawsuit has filed for bankruptcy. We have still not been able to find the insurance policies that would have been in effect late 1970's-early 80's.

UCCIB(United Church of Christ Insurance Board) has changed its name to UCCIA (United Church of Christ Insurance Association). Though the board is predominantly

UCC it now has representation from other denominations whose churches will be insured through this group.

Meeting adjourned at 7:00 with a closing prayer.