

## Council Minutes

New Hampshire Conference, United Church of Christ

January 20, 2011

Present: Dawn Berry, Bernard Burditt, Ruth Gallot, Michael Gfroerer, John Gregory-Davis, Doug Hatfield, John Herbert, Frank Irvine, Carolyn, Keilig, Nora Larsen, Wayne Martin, Deb Moore, Cyndi Morse, Jean O'Bresky, Gary Schulte, Laura Sevigny, Richard Slater, Art Urie, Robert Vodra

### The Community Gathers

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

### The Community Prepares Itself

Frank Irvine offered the opening devotions.

### The Community Reflects on its Mission

The record of the December 2010 meeting was approved. Wayne reminded us that all at the table have voice and vote. According to the bylaws, Gary has a vote at council; and though Richard and Robert do not, Wayne feels they should indeed be granted vote.

### The Community Makes its Offering of Service

The Offerings of the Ministerial Staff were previously distributed by email.

Addendum – Gary Schulte in referring to the bold and italicized portions of his report challenged all council members to recruit at least four members from their local church as recipients of the Weekly News. He also asked council to allocate an amount up to 20% from a recent bequest for use during the Rev. Geoffrey Black's visit to the New Hampshire Conference, April 2-3, 2011. MOTION by John Herbert, SECOND by Nora Larsen. APPROVED.

Richard Slater highlighted sections of his report: Prepared to Serve and the immigration conversation. He also presented a MOTION for the following Resolution to Authorize Auto Lease Agreement with Toyota Financial Services dated January 20, 2011: "It is resolved on this date that the New Hampshire Conference of the United Church of Christ agrees to enter into an auto lease agreement with Toyota Financial Services for a passenger car, and that the Rev. Richard Slater is authorized to sign the lease and accept delivery of the car on behalf of the Conference." SECOND by Art Urie. Following discussion the motion was APPROVED.

Addendum – Robert Vodra highlighted the April 2 confirmation event, the April 30 youth event. He indicated that a new website for Outdoor Ministries would soon be launched, that Educational Ministries had met and explained a new Directors Scholarship Fund made possible by a gift of \$1500 per year for 3 years.

The Offering of the Treasurer – Michael Gfroerer presented an overview of the year to date budget ending 2010. The year ended with a surplus of \$12,526 which enabled us to pay of a note leaving a final surplus of \$500.00. He affirmed the hard work went into adjusting the 2010 budget. Caroline Keilig noted a shift from crisis management mode to other business.

### Sharing Our Thoughts on Ministry around the Council

Offering by the Commission on Congregational Life – Ruth Gallot distributed and presented an overview of CCL, the committees that fall under it, Grant Funds available to support clergy and lay leaders and workshops the Commission has offered in the past and would like to offer in the future.

Discussion on Family Village Board – a memorandum dated October 15, 2007 was distributed. Two more board members are needed to fill existing vacancies. Jean O'Bresky noted that the last meeting was held in the spring of 2009. Michael Gfroerer volunteered to look into and report back to the council in February.

Richard Slater noted that the April meeting date, which takes place at Havenwood-Heritage Heights falls on Maundy Thursday. Havenwood-Heritage Heights will be contacted for an alternate date.

Time of Returning to the World – Jean O'Bresky offered the closing prayer.

The meeting adjourned at 5:30 p.m. John Gregory-Davis reminded members of the upcoming conflict transformation workshop and Nora Larsen noted that OCWM committee was looking for ideas for a new brochure.

*Faithfully submitted,*

*Deb Moore*

## Council Minutes

New Hampshire Conference, United church of Christ

February 17, 2011

Present: Bernard Burditt, Heather Davis, Ruth Gallot, Michael Gfroerer, Doug Hatfield, John Herbert, Don Hill, Frank Irvine, Alison Jacobs Carolyn Keilig, Nora Larsen, Don Lyon, Wayne Martin, Deb Moore, Cyndi Morse, Jean O'Bresky, Kate Rogers, Laura Sevigny, Richard Slater, Robert Vodra

### The Community Gathers

Wayne Martin called the gathered council together at 4:03 p.m.

### The Community Prepares Itself

Wayne Martin led us in opening devotions.

### The Community Reflects on its Mission

The record of the January 2011 meeting was accepted.

### The Community Makes its Offering of Service

The offerings of the ministerial staff were previously distributed via email. Robert Vodra noted that a mailing to youth leaders regarding the Dover event would be going out.

The Offering of the Treasurer – Michael Gfroerer presented an overview of the year to date financials, highlighting: a good first month of the new year for OCWM from churches, the need for the conference to address a commitment to begin paying back [starting in 2009 for 20 years] the \$580,000.00 it borrowed – he will ask Bill Hoysradt to note the commitment on future reports.

The Offering of the Nominating Committee – Alison Jacobs brought forth two nominees to CCL: Dan Allen from the Rockingham Association and Ann Derochers from the Hillsboro Association. Nominations were APPROVED. Alison noted that Nominating is working on filling 2 vacancies for Outdoor Ministries and OCWM

The Offering of Budget and Finance – Carolyn Keilig noted that the few minor policy and procedure discrepancies noted in the 2009 audit have been taken care of; the committee is working on job descriptions for the committee and the treasurer; planning for the next budget year is beginning and Budget and Finance would like to have the majority of the May council meeting devoted to discussion on the 2012 budget. Commissions are encouraged to attend this meeting as are any groups requesting funding.

### Sharing Our Thoughts on Ministry around the Conference

Joint Statement on Budgeting - Richard Slater presented a MOTION to approve a Joint Statement on Budgeting drafted by the New Hampshire Council of Churches, which upon approval of member denominations would be delivered to our state lawmakers next week. SECOND by Doug Hatfield. APPROVED UNANIMOUSLY.

Discussion about the Family Village Board – Michael Gfroerer presented an overview of the research he had done and suggested it is time for NHUCC to get out of this project. Prior to that representatives need to be

appointed/reappointed to the Board of Family Village to pursue how the conference might eventually dissolve our involvement . Michael volunteered to serve. MOTION to approve appointment of 2 new board members SECOND by Doug Hatfeld. APPROVED. Noted: Jean O'Bresky presently serves; Wayne will send an email to pastors of Concord churches asking them to submit names of possible board members.

Upcoming – Wayne Martin noted that Charles Heslam will speak to us about Havenwood-Heritage Heights during the March meeting and that our April 7 meeting will take place at the Barrow's Center, located in the Heights Campus at 4:00 p.m. At 5:30 we will join staff of HHH for dinner and renewal of our covenant with HHH.

#### Time of Returning to the World

Following the Closing Prayer offered by Laura Sevigny, the meeting adjourned at 4:59 p.m.

*Faithfully submitted,*

*Deb Moore*

Council Minutes  
New Hampshire Conference, United Church of Christ  
March 17, 2011

Present:: Dawn Berry, Bernard Burditt, Heather Davis, Ruth Gallot, Michael Gfroerer, Doug Hatfield, John Herbert, Charles Heslam, Frank Irvine, Carolyn Keilig, Nora Larsen, Don Lyon, Wayne Martin, Deb Moore, Cyndi Morse, Jean O'Bresky, Gary Schulte, Laura Sevigny, Richard Slater, David Smith, Robert Vodra

The Community Gathers

Wayne Martin called the gathering together at 4:00 p.m. Introductions were extended.

The Community Prepares Itself

Bernie Burditt led us in opening devotions.

The Community Reflects on its Mission

The record of the February 2011 meeting was accepted.

The Community Makes its Offering of Service

The offerings of the ministerial staff were previously distributed via email.

Gary Schulte provided a thumbnail sketch of his time spent at the Annual Consultation of UCC Leadership and the Retirement Housing Foundation.

Wayne Martin made note of Rev. Geoffrey Black's itinerary.

Robert Vodra noted that as of this date 55 camp registrations from amongst the conference have been received. 40 registrations have been received for the confirmation retreat. Plans are underway for a youth event on April 30, 2011 at First Parish Church in Dover.

The Offering of the Treasurer – Michael Gfroerer presented an overview of the year to date financials. A comparison chart of OCWM pledging by churches for 2010 and 2011 was distributed. Michael noted that OCWM is up from the previous 2 years and that investment income was down as anticipated. Also noted that programs for CCL and CWA seemed to be running behind; he encouraged the commissions to do their programs just don't overspend. Further noted that the \$580,000.00 owed to the New Hampshire Conference to pay off a loan with Citizen's Bank is now included in the financial report.

The Offering of Budget and Finance – Carolyn Keilig reported that three policies that had been in the drafting state [pertaining to cash receipts, payroll and cash disbursements] are now in effect. She extended kudos to Laconia Savings Bank for their service.

The Offering of the Commission on Congregational Life – Ruth Gallot highlighted the Strengthen the Church Funds and reported that CCL has voted to direct these funds toward developing and nurturing youth programs in the Conference. Three ways in which the funds could be used for such development include:

- \*Helping to fund conference wide or regional youth events that gathers youth from different churches to help build unity and identity.

- \*Helping fund local youth events and initiatives such as mission trips and programs at different churches, such as at small churches who might not be able to fully fund such an activity.

- \*Providing financial assistance for youth throughout the Conference to attend the UCC National Youth Event that is held every four years [the next one will be in 2012]

A four year end date for evaluation purposes was suggested. Pentecost is generally the date when The Strengthen the Church Fund is received.

The Offering of the Commission on Witness and Action – Jean O'Bresky reported that she will chair the Immigration Ministry Team formed in response to the New Hampshire Conference's solidarity with the Arizona Conference

resolution on immigration. A Legislative Advocacy Day was held on March 10, 2011 the next one is scheduled for April 10,2011. The Team will meet next on March 22 and 4:30 p.m.

The Offering of the Personnel Committee – Don Lyon reported that the committee was reviewing the procedure pertaining to Medicare sign-up.

Sharing Our Thoughts on Ministry around the Conference

Visit with our representative on the Havenwood-Heritage Heights Board – Charlie Heslam presented an overview of HHH, the New Hampshire Conference's involvement with it and his role as board member representing the New Hampshire Conference Council. Charlie will check in with the conference council every 6 months. MOTION by Doug Hatfield

SECOND by Carolyn Keilig "to affirm Charlie's work with HHH. APPROVED UNANIMOUSLY BY ACCLAMATION. Our April 7<sup>th</sup> meeting will take place at the Heritage campus.

Discussion about the Family Village Board – Michael Gfroerer reported that 3 representatives are needed to serve on the Family Village Board. Michael volunteered to serve. Jean O'Bresky is on the board; Lynn Morgan from South Congregational church has been asked. MOTION by Michael Gfroerer to appoint the three named as board members. SECOND by Jean O'Bresky MOTION APPROVED. Michael will have more to report at the May meeting of the conference council.

Time of Returning to the World

Following the closing prayer by Doug Hatfield, the meeting adjourned at 5:35 p.m.

Faithfully submitted,

Deb Moore

Council Minutes  
New Hampshire Conference, United Church of Christ  
April 7, 2011

Present: Bernard Burditt, John Gregory-Davis, Doug Hatfield, John Herbert, Don Hill, Carolyn Keilig, Nora Larsen, Don Lyon, Wayne Martin, Deb Moore, Jean O'Bresky, Gary Schulte, Laura Sevigny, Richard Slater, David Smith, Robert Vodra, Mary Westfall, Vera Wingate

The Community Gathers

Wayne Martin called the gathering, which met at Heritage Heights, together at 4:05 p.m. Introductions were extended.

The Community Prepares Itself

Richard Slater led us in opening devotions.

The Community Reflects on its Mission

The record of the March 2011 meeting was approved as amended.

The Community Makes its Offering of Service

The offerings of the ministerial staff were previously distributed via email. Words of gratitude were expressed for the letter written by Gary regarding the pending New Hampshire State Budget and for Gary Mary Westfall's presence and witness at the Capital Building on behalf of the New Hampshire Conference of the United Church of Christ. MOTION by Gary to forward \$350.00 remaining from the \$1000.00, earmarked from the Donald Downs bequest for Rev. Geoffrey Black's visit, to Cleveland as a token of our appreciation and commitment. SECOND by Nora Larsen. APPROVED.

Richard Slater highlighted the recent and well attended Conflict Transformation Training session. Robert Vodra noted that registrations for summer camp thus far were at 103 [for this same period in the previous year registrations numbered 81]. Discussed what the staffing model at the Horton Center would look like. 183 youth and adults attended the successful confirmation retreat. CE visioning committee met on April 6 to **being** visioning what the future of CE within the conference might look like.

The Offering of OCWM – Nora distributed a written report and indicated the committee's goal to make OCWM more visible.

The Offering of the Nominating Committee – Vera Wingate noted the following vacancies: Outdoor Ministries – 3; Nominating – 2; Personnel -1; OCWM – 3; Visitation – 2; all of which are being worked on.

The Offering of the Visitation Committee – David Smith reported that churches that have been visited have expressed networking with other churches.

The Offering of the Treasurer – Gary Schulte noted the following: Fellowship Dues will go up in April; consultant fees are due to significant legal expenses; OCWM is up slightly; Strengthen the Church amount of \$9095.00 will be earmarked for youth ministries in the conference for the next 4 years; the amount borrowed on the \$20,000.00 line of credit is consistent with last year.

Sharing Our Thoughts on Ministry around the Conference

MOTION by Doug Hatfield to re-elect Peter G. Callaghan, Linda J. Smith and Gary L. Woods as members of the Board of Directors of Havenwood-Heritage Heights. SECOND by David Smith. APPROVED.

Commission on Witness and Action – Mary Westfall, chair of the commission, distributed a report titled “Bringing a Moral Voice to the Immigration Debate. Mary further provided input on the recent visit and numerous presentations of Rev. Liana Rowe, a UCC minister from North Phoenix, at various locations throughout the New Hampshire Conference.

Time of Returning to the World

At 5:17 p.m. the gathering adjourned to the dining room at Heritage Heights to share a meal and reaffirm 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.

Faithfully submitted,

Deb Moore

Council Minutes  
New Hampshire Conference, United Church of Christ  
May 19, 2011

Present: Dawn Berry, Bernard Burditt, Gordon Crouch, Heather Davis, Ruth Gallot, Michael Gfroerer, Doug Hatfield, John Herbert, Don Hill, Bill Hoysradt, Frank Irvine, Carolyn Keilig, Nora Larsen, Rebecca Larson, Wayne Martin, Kim McKerley, Deb Moore, Cyndi Morse, Kate Rogers, Gary Schulte, Laura Sevigny, Richard Slater, David Smith, Pam Spain, Teresa Sterling, Robert Vodra, Mary Westfall, members of Budget and Finance

The Community Gathers

Wayne Martin called the gathering to order at 4:00 p.m. Introductions were extended.

The Community Prepares Itself

Laura Sevigny offered the opening devotions.

The Community Reflects on its Mission

The record of the April meeting was accepted as amended.

The Community Makes its Offering of Service

The offerings of the ministerial staff were previously distributed via email.

Robert Vodra indicated that as of 5/19 registrations for camp totaled 167; he estimates that 300 registrants are needed to break even; also noted that 2011 budget cuts eliminated repairs to the Horton Center.

The offering of the Treasurer – Michael Gfroerer presented an overview of the fiscal year to date. Good news to report with respect to lines 56 and 57: The Pension Board will only collect premiums for 11 months as opposed to 12, resulting in an eight percent reduction in our health insurance expenses for 2011. Also, Congress enacted a refundable tax credit for small employers who provide health insurance to their employees, and the credit extends to religious and other non-profit institutions, and it is expected to result in a \$19,000.00 “rebate” to the Conference.

The Offering of Kate Rogers – National Executive Committee – Kate expressed gratitude for her experience in Cleveland where she attended the Budget and Finance meeting. Key discussion points in meetings she attended were: [1] making a mission, [2] strive for a universal mode of accountability, [3] better leadership development, [4] partnerships with churches very different from one another. W. Mark Clark was introduced as leadership for covenantal ministries. Kate also sat in on a discussion around an agreement between the UCC and Roman Catholics towards the mutual recognition of baptism; how we address the Trinity in our services of baptism noted. Received updates on General Synod. National is decreasing OCWM expectation by 5% until 2015. The experience left her optimistic about the UCC.

The Offering of Michael Gfroerer – Family Village Board – Michael, Jean O'Bresky and Lynn Morgan met on 4/20. Profit restrictions are no longer appropriate. Family Village is in the process of reinventing itself; UCC will eventually come off the board as it is more appropriate for CATCH to manage them. They will move forward to change documents regarding the restrictions on ownership and remove UCC obligations. He estimates the time table to be 6 months to a year.

The Offering of Annual Meeting Planning Committee – John Herbert distributed Guidelines for Proposed Resolutions of the Gathered Conference and asked for feedback from the conference council.

The Offering of the Visitation Committee – David Smith indicated that visits were picking up and noted that the next meeting would be his last as he is relocating.

Sharing Our Thoughts on Ministry around the Conference

Election of Valerie Blake to Havenwood-Heritage Board. MOTION by Dawn Berry, SECOND by Michael Gfroerer, APPROVED.

Approval of Section 7 of Article V of the H-HH Bylaws: MOTION by Doug Hatfield, SECOND John Herbert, APPROVED.

Discussion of the 2012 Budget

Carolyn Keilig restated the reason for moving discussion of the 2010 budget to the council meeting versus a Saturday meeting. Presented an overview of the 2011 budget cuts necessitated by the economy and reduced OCWM revenues as well as a format change which for 2012 includes the repayment of \$29,000.00. Following her presentation those commissions and committees in attendance presented their requests for funding.

At 5:30 p.m. the gathering recessed for a supper break and reconvened discussion and presentation requests at 5:57 p.m. After the budget discussion Gary Schulte shared his thoughts on sharing resources/personnel/administration with other conferences. He also challenged the conference council with the question: What is our purpose....the conference isn't the local church; the conference has a distinct mission to support local churches and pastors – retired and active.

The Offering of Nominating – Teresa Sterling presented the following nominations:

OCWM – David Henderson Merrimack Association

OCWM - Kimberly McKerley Rockingham Association

Peace and Justice Task Force – Barbara Currie Hillsboro Association

Annual Meeting Planning Committee – Martell Spagnollo – North Country Association

All of the above APPROVED

Wayne Martin noted that the date of the next meeting would be June 16, unless otherwise notified.

Time of Returning to the World

Following the closing prayer offered by Ruth Gallot, the meeting adjourned at 7:23 p.m.

*Faithfully submitted,*

*Deb Moore*

**Council Minutes**  
**New Hampshire Conference, United Church of Christ**  
**June 16, 2011**

Present: Dawn Berry, Bernard Burditt, Ruth Gallot, Michael Gfroerer, John Gregory-Davis, Doug Hatfield, John Herbert, Frank Irvine, Carolyn Keilig, Nora Larsen, Wayne Martin, Cyndi Morse, Jean O'Bresky, Gary Schulte, Laura Sevigny, Richard Slater

The Community Gathers

Wayne Martin called the gathering together at 4:05 p.m.

The Community Prepares Itself

Nora Larsen led us in opening devotions.

Laura Sevigny agreed to take minutes for the June meeting and Dawn Berry for the August meeting.

The Community Reflects on its Mission

The record of the May 2011 meeting was accepted with the following amendment to the Treasurer's Report.

Amendment submitted by Michael Gfroerer, Treasurer:

*The offering of the Treasurer – Michael Gfroerer presented an overview of the fiscal year to date. Good news to report with respect to lines 56 and 57: The Pension Board will only collect premiums for 11 months as opposed to 12, resulting in an eight percent reduction in our health insurance expenses for 2011. Also, Congress enacted a refundable tax credit for small employers who provide health insurance to their employees, and the credit extends to religious and other non-profit institutions, and it is expected to result in a \$19,000.00 "rebate" to the Conference.*

The Community Makes its Offering of Service

The offerings of the ministerial staff (excluding DOEM) were previously distributed via email or were presented at this meeting. Copies are on file with the Conference office.

Richard highlighted the following issues of importance that will be voted on at General Synod 28:

- Delegates will be asked to vote on proposed amendments to the Constitution and Bylaws regarding the **frequency of General Synod** (changing from every two years to either three or four year intervals).
- Delegates will be asked to vote on proposed amendments to the Constitution and Bylaws that will institute a new form **Unified Governance** for the Covenanted Ministries with membership on the governing board determined through a diversity model rather than a representative model. While each Conference is guaranteed representation at least once every six years, it portends a significantly reduced level of involvement by most Conferences in the work of the national setting of the church.
- Delegates will be asked to elect a new Associate General Minister as well as executive ministers of Local Church Ministries and Wider Church Ministries.

Because of the content of Gary's report, Doug moved that the report be printed and distributed. Seconded by Cyndi. Suggestion was made that it be put in the Weekly News. It was agreed that Gary would edit and use his discretion in distribution. Key pieces included Gary's thoughts on second mile giving, planned giving and the need for leadership of the Conference to be supportive of Our Churches Wider Mission.

The Offering of the Treasurer – Michael Gfroerer reminded us that we are about 40% through the year and financials should reflect that. OCWM is better than last year though not as good as two years ago. Fellowship dues collected seems low at \$1300 with the majority of monies designated for campus ministries (line 43) having been distributed. Gary noted that invoices for dues were mailed to the Associations in the spring and are slowly coming in. Outdoor

ministries revenue will not be known until the end of the summer. Michael noted that the ~ \$99,000, 2011 YTD deficit (pg. 3) is higher than last year but we managed to balance by the end of 2010. Page 4 cash position is better than last year. Gary mentioned that he just paid bills which leave a \$5000 balance. He may need to access the line of credit for the short term.

The Offering of Commission for Congregational Life: Proposal presented by Ruth Gallot, Chair:

*The Commission for Congregational Life proposes to amend the Clergy Compensation Guidelines of the NHCUCC to increase the recommended base salary for entry level clergy by 1.8% to \$35,121 to address cost of living increases. The recommend(ed) base salary for clergy with more experience will also be increased proportionally.*

Council approved proposal unanimously.

The Offering of the Commission on Witness and Action – Jean O'Bresky shared a letter from the Commission supporting funding of Campus Ministry in 2012. Jean shared her personal witnessing to being a "product" of campus ministries. The letter was handed out to all present and is on file with the Conference office.

The Offering of Budget and Finance – Discussion of 2012 budget presented by Carolyn Keilig, Chair.

Wayne noted an omission, pg. 2 line 70(a), \$12,000 is not included in the total Administration expense. That correction adjusts the total Administration line to \$125,400 and total Operating Expenses to 1,341,749. Line 38 on pg. 1 is corrected to read (\$62,389).

Carolyn highlighted a few key items:

Income:

Our investment consultant and investment committee agree that we should continue to bring down the percentage of income drawn from investment. The 2012 recommendation is 4.75% and 2013 recommendation is 4.50%.

Wayne asked Carolyn to remind Council of how the Pembroke Fund can be used. A variety of conference groups apply on a regular basis for specific funding (special functions, speakers, etc.). Pembroke Fund is still available to individual churches to use.

Expense:

There is a new request for Campus Ministry support from CWA. This line item previously was included in Wider Church Giving (reference lines 44 and 49). Requests for Immigration, Congregational Health and LGBT Coalition funding are in the "Other CWA Program" line item.

The global travel grant line item does not need to cover CM's travel. Conference ministers various travel needs are wrapped into CM/ACM travel line item. John Hebert asked about the Global Ministries Coordinator line item which Gary explained is payment for our independent contractor who coordinates global ministries.

Accessibility Committee line item was discussed. Gary recommended that Carolyn communicate the proposed 2012 budgeted amount so they can research options to cover the balance of what they requested

Personnel asked for 1.8% increase for cost of living. Budget and Finance is suggesting 3% since there has been no increase for conference ministers for the past three years and none for staff for the past two years. Michael mentioned the healthcare rebate associated with the Affordable Health Care Bill that passed in 2010 and whether we could work those rebates into the project budget for 2012. He also shared thoughts about the full benefit package provided to conference staff. He reminded us that we can't have a balanced budget without struggling with the hard issues of cutting major expense somewhere.

The bank and transaction fees line item pertains to any gift, camper payment or donation done online by credit card or debit card. Bernie asked for the % of fee for those transactions. That fee was unknown at the time of this meeting

but would be worth researching. Doug suggested that maybe we look to deal with local banks in our banking relationships and Carolyn reminded Council that we had looked at and changed to a local bank in 2010.

Gary pointed out proposed redistribution of line item amounts pertaining to telephone and computer equipment and technology. He is getting bids from phone companies, computer consultants, etc.

Property detail: Property Management is a new line item. Gary is soliciting quotes from area firms who would consult on all areas of the Pembroke property from lights to ice dams to the servicing of the air system.

Wayne reminded us that we are mandated by a past vote to present a balanced budget at Annual Meeting and asked for suggestions to offset the \$62,389 deficit in this proposed 2012 budget and for guidance from the Council for Budget and Finance. Thoughts included:

- send proposed back to B&F for more cuts?
- Inflation of income to offset deficit is not a good way to balance the budget.
- We have a revenue problem and don't have direct contact with those individuals who give. How do we fix that?
- Timing for a decrease in the percentage of investments taken for income. Should we relook at this?
- The projected budget/deficit assumes a balanced budget for Outdoor Ministries. Is that a reasonable assumption?
- OCWM % given to National - should we keep the 45/55 split? We were reminded that some of our churches are reducing their overall giving to OCWM to be able to contribute to campus ministry.
- Can Strengthen the Church be used in any way to offset a specific need?
- What could be self-funded?
- Seems to be a need to find out from Campus Ministry what would be a meaningful amount and see if we can include a "good faith" amount in that line item.
- Encourage not only churches to give to OCWM but also encourage individuals.

Carolyn shared key items she heard during the discussion and will take back to B&F.

- No real "fat" in the budget
- Keep the OCWM 45/55 split
- Strong affirmation that staff increases should hold.
- Employee benefits deserved even though very generous.
- She will call Larry at UNH to determine what would feel like a viable contribution to Campus Ministries.
- Current deficit is not a terrible % of the overall.
- Use appropriate footnotes for presenting a deficit with footnote that says that it can be balanced with X% in increased OCWM pledging.

Council will not meet in July. The August 18 Council meeting will be a special meeting with two agenda items:

- Approve the 2012 proposed budget which will be presented at Annual Meeting
- Presentation from the Restructure Task Force. If Council approves the concept it will be presented at the October Annual meeting. If approved there, the by-laws will be rewritten to be presented at the 2013 annual meeting.

#### Time of Returning to the World

Following the closing prayer by Cyndi Morse, the meeting adjourned at 7:00 p.m.

*Faithfully submitted,  
Laura Sevigny  
Scribe pro-tem*

Council Minutes  
New Hampshire Conference, United Church of Christ  
August 18, 2011

Present: Dawn Berry, Bernard Burditt, Heather Davis, John Gregory-Davis, Ruth Gallot, Michael Gfroerer, Doug Hatfield, John Herbert, Frank Irvine, Carolyn Keilig, Nora Larsen, Wayne Martin, Cyndi Morse, Jean O'Bresky, Kate Rogers, Gary Schulte, Laura Sevigny, Richard Slater, Nancy Talbott, Art Urie, Robert Vodra, Mary Westfall

The Community Gathers

Wayne Martin called the gathering at 4:03 PM with introductions.

The Community Prepares Itself

Bernie Burditt led us in opening devotions.

Mary Westfall will offer the opening devotions for the September meeting, and Carolyn Keilig will offer the closing for September.

Laura Sevigny volunteered to be scribe for September.

The Community Reflects on its Mission

The record of the June 2011 meeting was approved.

The Community Makes its Offering of Service

The offering of the CM – Rev. Gary Schulte reported:

Conference website: ONA page has been uploaded; plan to populate the search and call page by September to include all the call documents and publicize vacancies; Gary has created a reflections blog for the weekly news and website.

Friends of the NH Conference letters have been sent out and generous responses are already coming in.

Gary's sabbatical time has been shifted to May, June, and July of 2012.

Gary's vacation included some good reconnecting time in Missouri, and he celebrated his mother's 80<sup>th</sup> birthday.

The offering of the DOEM – Rev. Robert Vodra reported:

Numbers of participating in the Horton Center Outdoor Ministry may be down by 10 from last year, but income should cover all expenses.

One week, Robert noticed that standing around the Peace Pole included two Iraqi refugees (Muslims), a Jewish staff member, and Christians standing in a circle holding hands. It was an incredible experience of what peace could look like.

Robert is preparing to start training for Partners in Education members to resource local church CE committees.

Fall work weekend at Horton Center is Oct. 14-16.

The offering of the ACM – Rev. Richard Slater reported:

Annual meeting planning and worship committees are creative and have high energy. Video clips will be shown during the plenary telling the story of 7 churches who submitted Imagine What Is Possible ideas. Kimberly Vars Whitehead, organist and music director with Brookside, will be the music director for the morning worship and Rev. Robert Mancini and The Prodigals will provide the music at the banquet. The planning committee is looking for recommendations to increase youth involvement.

Mission 1-11 will be highlighted. Donated canned goods and the offering from the Annual Meeting will go to the NH Food Bank in recognition of Mission 1-11.

A report of General Synod was given. NHCUCC have 5 people from the Conference serving on the national committees. One of the graces of Synod is hearing stories that we may not otherwise have the opportunity to hear. Richard showed a video clip of Synod.

John Gregory-Davis raised the concern that as we gather at Annual Meeting we find some way of imagining a different economic vision in response to the situation in which the State and Country are now faced.

The offering of CWA was presented by Mary Westfall who asked the Council to consider ways of funding campus ministry recognizing our historic support of campus ministry. Mary moved: *On behalf of the Commission for Witness and Action, this motion is made to request that two special offerings be set for the NH Conference in the coming year that are designated for Ministries in Higher Education, to be shared proportionally with the historically funded campus ministries within the NH Conference. It is suggested that one offering coincide with Higher Education Sunday October 30 and the other possibly occurring in the spring, or coinciding with Strengthen the Church Sunday.* Questions of the timing of the offerings were raised and can be determined apart from the motion. Preparations of promotional materials for the appeals would be provided electronically by the Campus Ministry. Motion passed.

Frank Irvine wanted the Council to remember that when there are better financial times, Campus Ministries should be restored as a line item to the Conference budget. John Gregory-Davis is concerned that it will be forgotten and proposed to have at least a token in the budget for Campus Ministry; therefore, he proposed that \$500 go from CWA budget to Campus Ministry.

The offering of Kate Rogers concerning CYYAM - Kate was voted at Synod to serve on the Council for Youth and Young Adult Ministries. She reported:

This biennium CYYAM is working on identifying youth and young adults across Conferences, spreading information about leadership and scholarship opportunities, and connecting to outdoor ministries at the conference level.

CYYAM has an open slot for someone (13-17 yrs.) from New England to serve as a representative.

The National Youth Event will be at Purdue College in June 2012.

The offering of the Treasurer - Michael Gfroerer interpreted the financial reports included in our

pre-meeting packet. Receipts from OCWM and dues are behind last year. Because of the deficits NH Conference has run, we will shortly be out of cash. Early in 2012, we will have to liquidate assets to pay our bills.

The discussion of proposed 2012 budget – Carolyn Keilig reported:

Concerned about the deficit for two reasons: cash reserves are just about gone and we paid off mortgages with money from CIF which has not been paid back adversely affecting our investment portfolio and what we have assets. The deficit is 6% of \$1,072,740 revenue. The Good news, we still have each other! Michael pointed out that if we had not paid off the mortgages, we would have lost a lot more in our investment with the down turn in the economy. Much discussion ensued.

Vote on budget: budget passed with 3 no's and will be presented to the gathered conference at annual meeting in October.

Preliminary Report by the NH Conference Reassessment Task Force – Wayne Martin reported that the Task Force is seeking approval to pursue their idea for restructuring the conference. He reiterated the governance issues raised by a consultant regarding confusion between governance and management and lack of focus in the Council. The proposal is to shift from a representative model of the Council to a Board of Directors. There will be only be one governing board of Conference to set policy and supervise CM who supervises rest of staff. The new paradigm for governance of Conference is a tree. The ground is the Triune God; roots are the gathered NH Conference; trunk is the Governing Board whose membership is to be decided. The Board of Directors would represent the Conference between Annual Meetings. Branches of the tree are the ministries/working groups and each would be reformed every year: peace and justice, finance, clergy support, spiritual formation, local church support, budget, personnel, and wider church relationships.

Much discussion ensued on how people would be recruited for the ministries and how new people would be added to the working groups.

A Time line of presentations will be stretched over Annual Meetings 2011 and 2012, with implementation in 2013. Question: where is the mechanism for communication in the structure? A lot of communication would be through the Conference Minister and the networking within each group.

The consensus of the Council affirmed the paradigm and agreed to bring it to the gathered Conference at annual meeting..

Wayne added that during a working session at Synod, Don Clarke opined that Mission Statements are meant to be brief and to the point, timely rather than timeless, and probably mission statements should be written every year.

Conference Employee Handbook Revisions were presented by Gary for Don Lyons and discussed. Action on the changes will be taken at the September meeting.

The General Synod approved Constitutional changes in the structure of the national body and Conferences need act on those changes. It would be good for NH Conference to act on then at this Annual Meeting since the agenda is not too heavy. The consensus of the group is to take the changes to Annual Meeting. The Council will look at the changes at September meeting for a recommendation to Annual Meeting.

Time of Returning to the World

At 7:10 p.m. the gathering adjourned with closing devotions offered by Dawn Berry.

Faithfully submitted,

Dawn C. Berry, scribe of the meeting

**Council Minutes**  
**New Hampshire Conference, United Church of Christ**  
**September 15, 2011**

Present: Bernard Burditt, Ruth Gallot, John Gregory-Davis, Doug Hatfield, John Herbert, Don Hill, Bill Hoysradt, Peter Howe, Frank Irvine, Carolyn Keilig, Wayne Martin, Cyndi Morse, Jean O'Bresky, Gary Schulte, Laura Sevigny, Richard Slater, Robert Vodra, Mary Westfall

The Community Gathers

Wayne Martin called the gathering together at 4:05 p.m.

The Community Prepares Itself

Mary Westfall led us in opening devotions.

The Community Reflects on its Mission

The record of the August 2011 meeting was accepted as presented.

2010 Audit Report: Guest - Rusty Musca from Nathan Wexler

Rusty shared background information and presented the Financial and Audit Wrap-up reports dated December 31, 2010. Action to approve the audit report made, seconded and approved unanimously. Mary noted appreciation to Bill for all his work during this audit process. Copies of the Financial Report and Audit Wrap-up are on file with the Conference office.

The Community Makes its Offering of Service

The offerings of the ministerial staff (excluding DOEM) were previously distributed via email or were presented at this meeting. Copies are on file with the Conference office.

Gary recognized all those who will be leaving this board at the end of the program year.

Wayne reminded us of the Horton Center Task Force Report presented to Council in February of 2010. The task force held a wrap up meeting on September 13, 2011. Robert provided documents that gave a good overview of life at Horton Center during the 2011 camping season. Reports are on file at the Conference office.

Ruth asked about the national youth event (2012) advertising. Robert is looking to get that out in the near future with other items of interest to our youth.

The Offering of the Treasurer – Michael Gfroerer

Carolyn accepted questions in Mike's absence. OCWM contributions have dropped below expectations in the past two months. ODM is currently in the black and hope to come in at the end of the year with a surplus. Carolyn reported that B & F recommends reporting the exact amount spent at 2011 General Synod instead of reporting the \$7500 set aside each year. Doug *moved that any unspent funds be put back into the general fund instead of accruing unless they are designated funds.* Carolyn seconded. Doug confirmed that this is a policy motion not only for the Synod line item but for any funds not categorized as designated funds. Motion passed unanimously.

The Offering of Budget and Finance - Narrative Budget/Carolyn Keilig

- Page A2 Other Revenue - Rent will be reworked to exclude NHCC and NH Bible Society who will no longer renting space from NHCUCC. It was noted that this change takes effect 10/1/11 so there are immediate financial implications.
- CCL will connect with Carolyn about some wording/funding issues.
- Wayne asked Council to review the narrative budget as soon as possible and send Carolyn an email with input or changes

- Gary encouraged B & F to finalize the Narrative Budget so it can be posted online with other annual meeting information.
- Doug asked about revenue from the cell towers on Pine Mt and Gary confirmed that we were getting the additional revenue promised.
- Peter Howe asked the rationale behind zero funding of Campus Ministries. CWA had given \$500 from their budget toward Campus Ministries and Carolyn will make sure that this line item is added to the budget to reflect contribution from CWA and from other targeted contributions. In the 2012 proposed budget, Peace with Justice page 4 line item 6-2450 should read \$1000 and the line item for campus ministries added to reflect the \$500.

#### The Offering of CWA – Mary Westfall

Mary reminded the Council that Annual meeting opportunities should include witness to the economic condition of those in NH. Action items after discussion:

- Gary will draft a pastoral letter in support by the first of October and will send to Council members for review.
- Wayne suggested that those present send Gary their input before October 1.
- Letter may be a part of Gary's "State of the Conference" address
- Have letter available at the registration table
- Include letter with delegate packets prior to annual meeting
- Speak- out at annual meeting?
- Include letter, etc. at the CWA table?
- Cyndi suggested that the Council members affirm the letter. Council members were asked to e-mail Wayne after reviewing the letter to affirm support.

#### Cyndi Morse – Friends of the Conference Fund.

Roughly half of the Conference Council members have contributed to the fund as of this meeting. Citing her own pastoral experiences, Cyndi strongly encouraged all present to set the bar and act on the request from the Conference for donations. If we are leaders we need to set the example for our churches and their members to follow.

#### Nominating Committee report presented by Peter Howe.

Working copies of the slate for 2012 was distributed. Peter noted that the 2013 Synod Delegates will be voted in at the 2012 annual meeting. Gary mentioned that the facilities and grounds committee has not been active and we now have a property management firm handling the Pembroke property. We will look at the need/function of this committee at a future Conference meeting. Planning and Evaluation committee is appointed by Council therefore Nominating was asked to remove that committee from the slate. John mentioned that he would be willing to return to W & A now that he is no longer a member at large.

#### Additional items of Business

Update on Family Village - report was submitted by Michael Gfroerer. We have our full complement of three representatives on that board. Report is on file at the Conference office.

#### NH Conference Investment Policy – Don Hill

Motion by Don Hill for Council *to approve the Investment policy emailed to all members of the Council*. Moved by Doug and seconded by Carolyn. Approved unanimously.

#### CIF Withdrawal Policy – Don Hill

Our investment withdrawal policy has been reviewed by the Investment Committee. The policy currently uses a 12 quarter averaging to calculate the amount to be withdrawn. Don Hill made a motion *that the council adopt the recommendations of the investment committee to use a 20 quarter average for net asset value per unit as the market*

*value basis for determining annual endowment spending.* Doug Hatfield seconded and added an amendment for this change to be effective January 1, 2013. Doug asked that the Investment Committee look at the use of Aggressive Funds as part of the investing policy. Including aggressive funds in not currently approved by NHCUCC Investment Committee. Motion Approved.

Discussion of Proposed Changes to the UCC Constitution – Gary Schulte  
Council members had received information prior to this meeting. Changes are posted on the NHCUCC website. Gary presented general information with the goal that the Council recommend presentation of the issue and a vote to be taken of the gathered conference at annual meeting. Annual meeting delegates will only be voting on the constitutional changes. If 26 conferences approve the constitutional changes, the changes to the by-laws will automatically be put in place. National is looking at ratification in 2013 and implementation in 2014. Gary, Doug, Wayne, Carolyn and John shared their thoughts. Sandra Pontoh is another resource if anyone wants to hear a voice that is opposed to this change.

Doug made the motion *that Council recommend to gathered conference at annual meeting, the approval of the UCC Constitutional changes.* Frank seconded. Recommendation approved unanimously.

Time of Returning to the World

Following the closing prayer by Carolyn Keilig, the meeting adjourned at 6:15 p.m.

Council will not meet in October.

*Faithfully submitted,  
Laura Sevigny  
Scribe pro-tem*

**Council Minutes**  
**New Hampshire Conference, United Church of Christ**  
**November 17, 2011**

**Present:** Bernie Burditt, Neal Cass, David Chin, Michael Denney, Michael Gfroerer, Paula Gile, Jon Gray, John Herbert, Jan Howe, Peter Howe, David Jablocki, Ron Jager, Nora Larsen, Don Lyon, Cyndi Morse, Jean O'Bresky, Kerry Richardson, Gary Schulte, Laura Sevigny, Mary Westfall, Gayle Whittemore

**The Community Gathers**

Laura Sevigny called the gathering together at 4:00 p.m. She shared that she is thankful for the time that is shared for this gathering and intends to start meetings promptly at 4:00 and end at 6:00. Helen will send out a request for agenda items in advance and anyone wishing to request an item be on the agenda should send their request to Helen in advance.

**The Community Prepares Itself**

Gary Schulte offered opening devotions. Introductions of each one present took place.

**The Community Reflects on its Mission**

The record of the September 15, 2011 meeting was accepted as presented.

**The Community Makes its Offering of Service**

**The Offering of the Ministerial Staff:** The offerings of the ministerial staff were previously distributed via email. Copies are on file with the Conference Office. Gary noted Richard Slater's comments on Annual Meeting that it is very difficult for staff to prepare materials when many of the reports are received in the last 48 hours before the meeting. Gary and Richard have also discussed having the resolution process be an on-going one, with resolutions coming to the Council at any time during the year. The Council could act on them immediately or refer them to the Annual Meeting. This process would allow important matters to be addressed in a more timely manner.

**The Offering of the Treasurer and of Budget and Finance:** David Chin offered that OCWM is "trending down". Mary Westfall asked if we are tracking why there is a downward trend. We do not know why and some churches do not pledge but do send in contributions. Nora Larsen said that the OCWM Committee is not doing much with follow-up and only consists of two people presently. Statements are being sent to churches. Mary Westfall and Peter Howe offered to help with contacting churches. David reported that we are receiving back \$21,021 from our health insurance.

**New Business**

**Approval of Housing Allowance:**

MOTION: Cyndi Morse moved and John Herbert seconded a motion "to approve the housing allowance request of Richard Slater." Richard requested the following: *"I request that \$62,750 be allocated as Housing Allowance for the year 2012. This represents approximately 90% of my cash salary. In accordance with IRS guidelines, any monies not utilized in providing a home will be reported as Cash Salary."* MOTION APPROVED.

MOTION: Gayle Whittemore moved and John Herbert seconded a motion "to approve the housing allowance request of Gary Schulte." Gary requested the following: *"I, the undersigned,*

*request The New Hampshire Conference United Church of Christ allow and amount of up to 50% of my total cash salary for 2012 (and for all future years until specifically amended) be allocated for housing allowance, subject to actual expenses for which I can give an accurate accounting in accordance with Section 107 of the IRS Code.” MOTION APPROVED.*

**Resolution for Bank and Investment Accounts – Signatory Authority**

MOTION: Don Lyon moved and Gayle Whittemore seconded a motion “that the following people are authorized withdrawal and transfer signature authority for all checking, savings, money market and investment accounts 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, Mrs. Laura Seigny, Conference President. Mr. C. Wayne Martin, past president, is removed from the list of authorized signers effective immediately.” MOTION APPROVED.

**Use of Bicentennial Funds for Attic Repair:** Gary noted that there is presently \$12,594 remaining in the Bicentennial Fund set aside in 2001 for office improvements. The facilities management company has obtained two quotes for the work. The quotes are for different work and the facilities management company has made no recommendation. Bernie Burditt recommended choosing the specifications for the work to be done and obtaining bids for the specifications. Kerry Richardson and Michael Denney agreed to work with Gary and the management company on this project.

MOTION: John Herbert moved and Jon Gray seconded a motion “that the Council authorize the expenditure of up to \$12,600 from the Bicentennial Fund to make necessary repairs to the attic and to authorize the Conference Minister to expend the funds for this purpose.” MOTION APPROVED.

**Facilities and Grounds Committee:** Gary asked the Council to terminate the Facilities and Grounds Committee which had been established as an ad-hoc committee. The committee has not functioned as originally intended hence the hiring of the management company.

MOTION: Nora Larsen moved and Michael Gfroerer seconded a motion “that the ad-hoc Buildings and Grounds Committee by terminated.” MOTION APPROVED.

**Old Business**

**Annual Meeting Program Committee (AMPC):** John Herbert thanked Richard and Deanna for all their work on the Annual Meeting to make it a success. He also provided the following:

- 313 attendees of which 78 were clergy. 85 churches represented.
- There should be about a \$2,000 net income when all bills are paid.
- The committee will be looking at areas they may want to change for next year including the length of the day and the resolution process.

MOTION: On behalf of the AMPC John Herbert moved “that the 2012 Conference Annual Meeting be held on Saturday, October 20, 2012 at the Grappone Center in Concord.” MOTION APPROVED.

**Approval of Employee Handbook:** Don Lyon explained the changes that have been made as shown in the draft sent to members as part of the packet for this meeting. On behalf of the Outdoor Ministries Board, Jon Gray offered the following amendments to the draft:

- Section 702 at the beginning of the second paragraph add the sentence, “Alcohol and illegal drugs are not allowed on Conference premises at any time.”
- Section 702 in the first sentence of the third paragraph change the word “may” to “will”.

MOTION: Mary Westfall moved and Cyndi Morse seconded a motion “that the Council adopt the Employee Handbook as presented with the additional changes suggested by Outdoor Ministries included.” MOTION APPROVED.

**United Campus Ministry Special Offering:** Mary Westfall offered that the Conference has historically supported campus ministries but that support has dropped from \$60,000 in 2004 to just a token amount in 2012. Two special offerings to support campus ministries have been approved. CWA will set the date for the second offering and churches are encouraged to take part.

**Update on Payment in Lieu of Taxes (PILOT):** Gary shared that the Conference presently has a PILOT agreement with the Town of Pembroke and pays \$12,360 annually. The agreement provides the space in the building may only be rented to “tax-exempt religious organizations for the provision of support functions and religious administrative services for those organizations, but not for religious services.” Gary and Don Hill have been working with the Pembroke Board of Selectmen to update this agreement to give more flexibility when renting. The property management group has also recommended a local realtor to use if an updated PILOT is put in place.

MOTION: John Herbert moved and Michael Gfroerer seconded a motion “that the Council authorize the Executive Committee to explore an updated PILOT agreement with Pembroke Board of Selectmen and further authorize the Executive Committee to explore with a real estate agent the marketing of the real estate.” MOTION APPROVED.

**Staffing Information:** The Council entered Executive Session at 5:50 p.m. with the following motion:

MOTION: Michael Gfroerer moved and Gayle Whittemore seconded a motion “that the Council enter into Executive Session to discuss a personnel matter.” MOTION APPROVED.

The Council exited Executive Session at 6:10 p.m. with the following motion:

MOTION: Don Lyon moved and Nora Larsen seconded a motion “that the Council exit Executive Session.” MOTION APPROVED.

### **Time of Returning to the World**

Following the closing prayer by Gayle Whittemore, the meeting adjourned at 6:15 p.m.

*Faithfully submitted,*  
*Neal Cass*  
*Secretary*

**Council Minutes**  
**New Hampshire Conference, United Church of Christ**  
**December 15, 2011**

**Present:** Bernie Burditt, Neal Cass, David Chin, Michael Gfroerer, Paula Gile, Jonathan Gray, John Herbert, Peter Howe, David Jablocki, Ron Jager, Stacey Kullgren, Don Lyon, Cyndi Morse, Kerry Richardson, Kate Rogers, Gary Schulte, Laura Seigny, Richard Slater, Mary Westfall, Gayle Whittemore

**The Community Gathers**

Laura Seigny called the gathering together at 4:00 p.m.

**The Community Prepares Itself**

Mary Westfall offered opening devotions.

**The Community Reflects on its Mission**

The record of the November 17, 2011 meeting was accepted as presented.

**The Community Makes its Offering of Service**

**The Offering of the Ministerial Staff:** The offering of Richard Slater was previously distributed via email. Copies are on file with the Conference Office. Richard did note that there are 79 workshops being offered at *Prepared to Serve* which is a substantial increase compared to past years. Gary Schulte, just returning from India said that he is still processing the trip which was amazing and humbling. He thanked the Council for allowing him the time to experience ministry in a much broader way.

**The Offering of the Treasurer:** Michael offered that with one month remaining in the year he is hopeful that we will reach our OCWM budget after a good month in November. He suggested that we should be contacting churches as they create their budgets to be sure OCWM is included as part of those budgets. Laura reported that Nora Larsen could not be present today, but the OCWM Committee is making calls to churches and the calls are being well received.

**Business**

**Update from Outdoor Ministries Board (OMB):** Jonathan Gray explained that the OMB is a very strong and committed group with everyone pulling together nicely to support the program during this transition time. They have created a small group to work on a strategic action list, are developing a schedule for the summer of 2012, and are supporting the National Youth Event. They will be meeting with the group "Friends of Horton Center" in January. Jonathan and Stacey Kullgren thanked Richard for his help over the last month.

**Executive Session:** The Council entered Executive Session at 4:34 p.m. with the following motion:

MOTION: Gary Schulte moved and John Herbert seconded a motion "that the Council enter into Executive Session to discuss pending litigation." MOTION APPROVED.

The Council exited Executive Session at 5:04 p.m. with the following motion:

MOTION: Don Lyon moved and Gayle Whittemore seconded a motion "that the Council exit Executive Session." MOTION APPROVED.

**Future Options for Horton Center:** Discussion has taken place with the Maine Conference, UCC about the possibility of their Director of Outdoor Ministries, Rev. Bryan Breault running both Pilgrim Lodge in Maine and Horton Center. Staff would train together and spend time at both locations. Bryan has been in Maine for fourteen years and has changed the culture at Pilgrim Lodge. Pilgrim Lodge is an American Camping Association (ACA) Accredited camp. Bryan would work with OMB and report directly to Gary. Jonathan commented that the OMB is very enthusiastic about this plan and supports it. There are areas that may need to be addressed, but OMB supports moving forward with this arrangement with the Maine Conference.

MOTION: Cyndi Morse moved and Gayle Whittmore seconded a motion “to approve the concept of outsourcing the management of Horton Center to Maine Conference, UCC and further to give Gary Schulte authority to negotiate and sign a contract after it is vetted by the Executive Committee.” MOTION APPROVED UNANIMOUSLY.

**Nominating:** Peter Howe reported that the Nominating Committee continues to do its work and is working to expand its pool of people who possess the gifts which are appropriate for service on various committees.

MOTION: On behalf of the Nominating Committee, Peter moved that the Conference Council “elect Jennifer Valentine to the Outdoor Ministry Board to serve her first 2 year term (2011-2013).” MOTION APPROVED.

**Leadership Training Event:** Laura reminded those present that the Leadership Training event will take place on Saturday, January 14, 2012 from 10:00-2:30. Information has been sent to the churches and all church leadership is encouraged to attend.

**Time of Returning to the World**

Following the closing prayer by Neal Cass, the meeting adjourned at 5:25 p.m.

*Faithfully submitted,  
Neal Cass  
Secretary*