OPENING WORSHIP
“Proclaiming Our Unity” through a variety of voices in litany, song, homily, prayer and Holy Communion, Rev. Gary Schulte led worship as all gathered to begin the day at 9:00 am.

CALL TO ORDER and WELCOME
At 10:58, Conference President Rev. Gayle Whittemore called the 2014 Annual Meeting of the New Hampshire Conference of the United Church of Christ to order and welcomed all those in attendance. Based on the report from the Registrar, a quorum was present:

- 333 In attendance, representing 95 churches.
- 100 Clergy Delegates
- 173 Lay Delegates
- 11 Youth
- 8 Board or Directors
- 41 Visitors (including exhibitors)

INTRODUCTION and GREETINGS (attachment 1)
Rev. Whittemore thanked all those who have served in a variety of capacities. Names were projected on the screen for each group and those people were asked to stand:

- Board of Directors 2013 – 2014 (12)
- Conference Officers (5)
- Conference Staff (9)
- Contractors for Special Services (3)
- Annual Meeting Assistants (5)
- Annual Meeting Planning Committee (11)

The Annual Meeting Planning Committee will serve as the Business Committee for this Annual Meeting.

Other attendees were also recognized:
- Honored guests (7)
- Clergy new to NHCUCC (17)
- Volunteer Consultants (2)
- Special guests (19)
NOMINATIONS FROM THE FLOOR
Provisions for nominations from the floor were announced to be presented along with the Nominating committee report, provided the candidate has agreed to serve, and copies of brief biographical material had been provided to the business committee during registration, and made available to each voting delegate.

2013 ANNUAL MEETING MINUTES
The Minutes of last year's meeting were in each packet and available on the Conference website; they have been approved by the Board of Directors, acting on behalf of the Gathered Conference, on January 18, 2014 and required no action.

GRANTING VOICE WITHOUT VOTE
There was no objection from the gathered conference and the honored and special guests, and clergy who are serving in a local church in the New Hampshire Conference but do not have ministerial standing in an Association of the New Hampshire Conference of the UCC were granted voice without vote for this meeting.

PROPOSED AGENDA (attachment 2)
Laura Sevigny, Chairperson of our Annual Meeting Planning Committee was called to present the agenda as prepared and presented in the packets. She made the motion, “On behalf of the Annual Meeting Planning Committee I move to adopt the proposed Agenda.” Because it had come from a committee, it did not require a second. There was no discussion, the Moderator called for the vote and declared the motion agreed to and the Agenda was adopted.

STANDING RULES (attachment 3)
The Proposed Standing Rules were also prepared and in the packet. Laura Sevigny made the motion on behalf of the Annual Meeting Planning Committee, “I move to adopt the proposed standing rules”. Because it had come from a committee, it did not require a second. There was no discussion, the Moderator called for the vote and declared two thirds of those voting was in the affirmative, and the Standing Rules were adopted.

Moderator Rev. Gayle Whittemore, introduced Neal Cass, President-Elect of the NH Conference United Church of Christ to preside.

TREASURER’S REPORT (attachment 4)
John Herbert, a member of the Community Congregational Church, UCC, Salisbury and the Conference Treasurer presented the Treasurer’s Report. He pointed out the the $3,708.00 surplus for 2013 and indicated that the budget deficit for 2014 was projected to be $22,700.00. At the end of September the year to date budget deficit was
$62,000.00. Most of that was due to OCWM money still due to the Conference from the churches, and operating deficit for Horton Center. Horton Center is in its second year after reopening and making progress. The budget deficit continues to be of concern.

MISSION INCOME & SPENDING PLAN FOR 2015 (attachment 5)
Marcie Miller, member of First Congregational Church & Society, UCC Rindge and Chairperson of the Conference’s Budget Committee, presented the proposed Mission Income & Spending Plan for 2015. She first invited the members of the budget team – Rev. Ed Koonz, Rev. Brian Edwards, John Herbert, Rev. Stacy Kullgren, Neal Cass, Rev. Gayle Whittemore, Rev. Gary Schulte & Bill Hoysradt - and a representative of each Ministry to join her on the podium as it was a collaborative effort and all offered vision and support to create the unified budget.

After ten minutes of presenting the proposed budget and narrating the changes that ultimately left a proposed budget with a 25K deficit, Marcie made the motion, “On behalf of the Board of Directors, I move the adoption of the proposed Mission Income & Spending Plan for 2015.” Because it came from the Board, it did not require a second. Only discussion was in the point that Campus Ministries had not been added, and to keep in mind for the future. The question was called for a vote; the Moderator declared the ayes have it, motion passed and the Mission Income & Spending Plan for 2015 was adopted.

ELECTION OF BOARD of DIRECTORS & NOMINATING COMMITTEE (attachment 6)
Neal Cass, Moderator, invited Rev. Nancy Talbott, Pastor of the Congregational Church of North Barnstead, UCC, and Chair of the Conference’s Nominating Committee to present the report of those who had been nominated for the Board of Directors, the Nominating Committee and delegates to General Synod. Neal first asked if Business Committee had received any nominations from the floor. Answer: no. Rev. Talbott reminded all gathered to submit any names from a local congregation who may be interested in working at the Conference level. She then submitted the names of those nominated as printed in the packet. Because only one person is nominated for each position, the by-laws do not require a ballot vote be taken, the Chair declared those individuals who had been nominated, to be elected.

Neal invited Rev. Gary Schulte forward to lead in the Liturgy of Commissioning.
SPEAKOUT SESSIONS
Dr. Kit DeVries, a member of South Congregational Church, UCC explained the one minute rules. John Herbert was time keeper.

- Rev. Rebecca Mancini - Northeast School of Ministry
- Michael Denny - ONA Gathering 11/8/14
- Diane Wells - Women’s Fellowship and Celebration April, 2018
- Rev. Mary Westfall - “Sustainable House of Worship” training
- Rev. Larry Brickner - NH Campus Ministry – 2 special offerings
- Rev. Michelle Bagby Allen - Ukama Partnership
- Tellme Madida - greetings & thanks from Zimbabwe
- Chuck Kennedy - Palestine life
- Eleanor Kimball - Christmas Fund, Pension Board
- Gail Kinney - Economic Justice Commitment
- Eric Jackson - resolution on Minimum Wage
- Rev. Mollie Landers Hatt - Horton enter ACA accreditation
- John Tostensen - Friends of Horton Center on Pine Mt.
- Rev. Daehler Hayes - Cornerstone Fund

[lunch – discussion groups] Four choices for groups: UCC Leaders Circle; Outdoor Ministries Group; A New Thing Task Force; Resolutions for vote today

The meeting reconvened at 1:00 p.m.

CELEBRATIONS (attachment 7)
Moderator Rev. Gayle Whittemore called upon Rev. Gary Schulte for the recognition of significant anniversaries of Authorized Ministers with standing in an Association of our Conference. Certificates were given to those who reached the milestones of their 25th or 50th anniversaries.

PRESENTATION ON RESOLUTIONS (attachment 8)
One resolution, submitted by the Economic Justice Mission Group of the NHCUCC, entitled Jobs Should Lift Workers out of Poverty, Not Keep Them There: a Resolution of Christian Witness in Support of Increasing the Minimum Wage (at both State & Federal Level) had been brought directly to the Board of Directors and was adopted September 20, 2014, requiring no further action.

A second resolution, sponsored by the Conference’s Peace with Justice Advocates Mission Group, and endorsed by the Peace and Justice Ministry entitled “A Resolution of Christian Witness Regarding the Israeli-Palestinian Conflict.” It was commended by the Board of Directors for consideration at this meeting. Offering background
explanation of this resolution were Rev. Lois Peeler, Rev. Gray Fitzgerald, Rev. Frank Irvine and Rev. John Buttrick.

John Hebert offered a privileged motion “I move that no later than 2:22 p.m. debate be closed and the question be put to a vote”. It passed with a two thirds ‘yes’.

John Buttrick made the motion “On behalf of the Peace with Justice Advocates Mission Group of the NH Conference, I move the adoption a ‘A Resolution of Christian Witness regarding the Israeli-Palestinian Conflict’.” Because it came from a committee, it did not require a second.

Nine people spoke in favor of the resolution, 6 people spoke against it, with two neutral questions.

Moderator called the question to adopt the ‘A Resolution of Christian Witness regarding the Israeli-Palestinian Conflict’. The ayes had it, and the motion passed.

Moderator announced that $5,431.00 had been received for OCWM during the morning worship service. She reminded people to leave completed evaluation forms at the registration table.

[break]

PANEL DISCUSSION
Rev. Dr. Beth Nordbeck, Moses Brown Professor of Ecclesiastical History at Andover Newton Theological School, moderated a panel discussion on leadership within the UCC. Questions had been submitted during the day in writing to the ‘star-studded’ panel, sometimes addressed to one member, others for anyone to answer. It was informative, enlightening, encouraging, and challenging.

Panel: Rev. Geoffrey Black, General Minister and President of the UCC; Rev. Dr. Jim Antal, Massachusetts Conference Minister & President; Rev. Dr. Lynn Bujnak, Conference Minister of Vermont; Rev. Kent Siladi, Connecticut Conference Minister; Rev. Barbara Libby, Interim Conference Minister, Rhode Island; Rev. Richard Cowles, Jr, Interim Conference Minister Maine; Rev. Gary Schulte Conference Minister, New Hampshire.

ADJOURNMENT and Benediction
Moderator Rev. Gayle Whittemore declared the meeting adjourned at 4:10. The meeting closed with a “Blessing for the Journey” led by the panel of Conference Ministers.

Faithfully submitted,

Martha Clement
Board of Directors

Neal Cass
Martha Clement
Rev. Dawn Garrett-Larsen
Michael Gfroerer
Kenneth Gould
John Herbert
Daniel Harkinson
Rev. Carolyn Keilig
Philip Kimball

Rev. Edward Koonz
Rev. Stacey Kullgren
Rev. Richard Leavitt
William McIntyre
Marcie Miller
Rev. Martell Spagnolo
Rev. Gary Schulte
Rev. Gayle Whittemore
Conference Officers

The Rev. Gayle Whittemore : President
The Rev. Gary Schulte : Conference Minister
Neal Cass : President-Elect
Martha Clement : Secretary
John Herbert : Treasurer
Conference Staff

Rev. Michele Bagby Allan  
Local Church – Global Mission  
Partnership Coordinator

Merle Cole  
Horton Center Site Manager

Ann Desrochers  
Specialist in Christian Education

Jesse Evans  
Office Manager

Donna Follansbee  
Receptionist

William Hoysradt  
Finance Officer

Helen McGlashan  
Search & Call Assistant

Rev. Gary M. Schulte  
Conference Minister

Rev. Richard N. Slater  
Associate Conference Minister
Contractors for Special Services

Rev. Bryan Breault
Director of Outdoor Ministries, Maine Conference United Church of Christ

Rev. Mollie Landers Hatt
Associate Director of Outdoor Ministries, Maine Conference United Church of Christ

Charles Kuchenbrod
Associate Conference Minister for Endowment Ministries, Connecticut Conference United Church of Christ
Annual Meeting Assistants

James Allan
Sound Technician

Michelle McGirr
CART Interpreter

Rev. Henry Beairsto
Parliamentarian

Rev. Martell Spagnolo
Chaplain

Andy Inzenga
Choral Director/Musician
Annual Meeting Planning Committee

Laura Sevigny, Chairperson
Cheryl Andrew
The Rev. Eliza Buchakjian-Tweedy
The Rev. Maureen Frescott
John Herbert

The Rev. Dr. Rachael Keefe
The Rev. Patty Marsden
The Rev. William Salt
The Rev. Martell Spagnolo
Diane Wells
The Rev. Gayle Whittemore
Honored Guests

The Rev. Geoffrey A. Black, General Minister & President
The United Church of Christ

The Rev. Dr. Jim Antal, Minister & President
Massachusetts Conference United Church of Christ

The Rev. Dr. Lynn Bujnak, Conference Minister
Vermont Conference United Church of Christ

The Rev. Richard Cowles, Jr., Interim Conference Minister
Maine Conference United Church of Christ

The Rev. Barbara Libby, Interim Conference Minister
Rhode Island Conference United Church of Christ

The Rev. Kent Siladi, Conference Minister
Connecticut Conference United Church of Christ
Honored Guests

The Rev. E. M. Matuvhunye
   Former President, The United Church of Christ in Zimbabwe

Tellme Madidi
   President of the National Christian Youth Fellowship in Zimbabwe
Clergy Called Since Annual Meeting
2013

Rev. Samuel Katchikian ................................................................. Salem
Rev. Rhonda MacLeod ................................................................. Marlborough
Rev. Sharon van der Laan .............................................................. Lancaster
Rev. William Jones ................................................................. Gorham
Rev. Paulo França ................................................................. Plymouth
Rev. Dr. Deborah Roof .......................................................... East Derry
Rev. Jami Boyle ................................................................. Manchester
Rev. Norma Brettell ................................................................. Bartlett
Pastor Maureen Lasell ........................................................... Alstead
Rev. Sara Marean ................................................................. Wilmot
Rev. Emilia Halstead ................................................................. Concord
Rev. Eric Jackson ................................................................. Hillsborough
Rev. Dr. Michael Carrier .......................................................... Franklin
Rev. Emily Heath ................................................................. Exeter
Rev. Regina Kinney ................................................................. Wilton
Rev. Catherine Merrill ............................................................... Brookline
Rev. Patricia Marsden ............................................................... Newmarket
Volunteer Consultants

Rev. Janice Howe
NHCUCC Disaster Response Coordinator

Rev. Carlos Jauhola–Straight
NHCUCC Open and Affirming Consultant
With Special Appreciation

The Rev. Dr. Rachael Keefe – AM Logo
Jamie Spriggs – Rainbow Photo

The Rev. Maren C. Tirabassi and
Valerie S. Peterson
“Let Us Be One” Responses

The Rev. Dr. Warren Bouton – OCWM Video
Special Guests

The Rev. Eric Anderson .......................... Connecticut Conference U.C.C.
Dale Bartlett ............................................. Insurance Board
Heather Brown ........................................ Havenwood–Heritage Heights
Clare Chapman ................................. New Hampshire Council of Churches
The Rev. Dr. Calvin Genzel ......................... Pastoral Counseling Services
The Rev. Dr. Robert Grove–Markwood ........ The BTS Center
The Rev. Dr. H. Daehler Hayes ............... UCC Cornerstone Fund
Ms. Alyssa Ladewick ............................. The BTS Center
The Rev. Bert Marshall .......................... Church World Service
Alison McCarty ................................. Andover Newton Theological School
Otto O’Connor ................................. UNH at Waysmeet Center
The Rev. Dr. David Reynolds ............... Pastoral Counseling Services
The Rev. David Richardson .................. New Hampshire Bible Society
Carol Schoch ................................. Havenwood–Heritage Heights
### 2014 Annual Meeting Agenda for the Day

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00-8:00am</td>
<td>Staff Arrive / Exhibitor set up</td>
</tr>
<tr>
<td>8:00-9:00am</td>
<td>Social Time with Friends (Registration Begins / Continental Breakfast / Exhibits / Choir Rehearsal)</td>
</tr>
<tr>
<td>9:00-10:30 a.m</td>
<td>Morning Worship</td>
</tr>
<tr>
<td>10:30-10:45am</td>
<td>Break</td>
</tr>
<tr>
<td>10:45 - 11:00am</td>
<td>Call to Order&lt;br&gt; Welcome &amp; Brief Announcements/Instructions&lt;br&gt; Quorum Report&lt;br&gt; Introductions and Greetings&lt;br&gt; Motion to Grant Guests &amp; Clergy w/o Standing voice w/o vote for the duration of the meeting&lt;br&gt; Motion to Adopt the Proposed Agenda (as printed)&lt;br&gt; Motion to Adopt Proposed Standing Rules (as printed)&lt;br&gt; Minutes of the 2013 Annual Meeting (Approved by the Board of Directors, 1/18/2014)</td>
</tr>
<tr>
<td>11:00-11:10am</td>
<td>Treasurer’s Report - Mr. John Herbert</td>
</tr>
<tr>
<td>11:10-11:35am</td>
<td>Presentation &amp; Adoption of 2015 Mission Income &amp; Spending Plan</td>
</tr>
<tr>
<td>11:35-11:45am</td>
<td>Nominating Committee (Report &amp; Vote)&lt;br&gt; Installation of Conference Leadership</td>
</tr>
<tr>
<td>11:45am-12:00pm</td>
<td>Speak Outs (1 minute each)</td>
</tr>
<tr>
<td>12:00-1:00 p.m.</td>
<td>Boxed Lunches / Discussion Groups</td>
</tr>
<tr>
<td>12:15-12:55pm</td>
<td>Discussion Groups:&lt;br&gt; UCC Leaders Circle (Listening Post)&lt;br&gt; Outdoor Mission Group / Horton Center&lt;br&gt; A New Thing Task Force (New &amp; Renewing Local Churches)&lt;br&gt; Resolution(s)</td>
</tr>
<tr>
<td>1:00-1:20pm</td>
<td>Celebrations: Significant Anniversaries, Etc.</td>
</tr>
<tr>
<td>1:25-2:25pm</td>
<td>Resolution(s): Presentation, Discussion, Decision</td>
</tr>
<tr>
<td>2:25-2:40pm</td>
<td>Break</td>
</tr>
<tr>
<td>2:40-4:10 p.m.</td>
<td>Panel Discussion with GMP &amp; NE CMs, Moderated by Rev. Dr. Elizabeth Nordbeck</td>
</tr>
<tr>
<td>4:10-4:20 p.m.</td>
<td>Adjournment&lt;br&gt; Concluding Blessing</td>
</tr>
</tbody>
</table>
STANDING RULES

213TH ANNUAL MEETING
NEW HAMPSHIRE CONFERENCE OF THE UNITED CHURCH OF CHRIST

The following rules and procedures are proposed for adoption as the Standing Rules for the 213th Annual Meeting of the New Hampshire Conference, United Church of Christ.

1. The rules contained in the current edition of Robert’s Rules of Order Newly Revised shall govern the Annual Meeting in all cases to which they are applicable and in which they are not inconsistent with the Conference bylaws or any special rules of order the Conference may adopt.

2. Delegates are asked to use floor microphones unless invited to platform by Moderators. There are three microphones on the floor. During debate, the microphones will be assigned as follows:
   - To your left: Against Motion
   - To your right: For Motion
   - Center: Other

3. When speaking, please show your voting card, and state your name and the church you represent.

4. There is a three (3) minute limit on all speeches from the floor. A yellow signal will show at two (2) minutes and a red signal at three (3) minutes. PLEASE STOP TALKING WHEN YOU SEE THE RED SIGNAL.

5. Motions made from the floor must be legibly written and given to the Conference Secretary. Motion forms are available in your packet or from the Conference Secretary.

6. Nominations may be received from the floor provided that the candidate has agreed to serve, and a brief biographical summary on each candidate is available to each voting delegate.

7. Anyone having additional business to bring before the Annual Meeting should speak to Laura Sevigny, Chair of the Annual Meeting Planning Committee, who will bring it to the attention of the Committee for decision.

8. Resolutions: “Be it resolved” is the only part of a Resolution that can be amended or voted on.

Our parliamentarian this year is the Rev. Henry Beairsto, a Registered Parliamentarian and member of the National Association of Parliamentarians and its New Hampshire White Mountain Unit. During business sessions he will be seated near the presiding officer. Please feel free to ask him a question before or after plenary sessions or during break times.
**Some Useful Motions to Help Guide Us Through our Business**

The following table lists the 5 Privileged and 7 Subsidiary Motions in the order of their precedence. The Motion to *Fix the Time to Which to Adjourn* holds the highest rank; the *Main Motion* holds the lowest rank. With some exceptions, motions of the lower rank are out of order when a motion of higher rank is pending.

<table>
<thead>
<tr>
<th>Type of Motion</th>
<th>Is Second Required?</th>
<th>Debatable?</th>
<th>Amendable?</th>
<th>Vote Required</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Privileged Motions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fix the Time to Which to Adjourn</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Majority</td>
<td>To set the time for another meeting</td>
</tr>
<tr>
<td>Adjourn</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
<td>To end the meeting</td>
</tr>
<tr>
<td>Recess</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Majority</td>
<td>To interrupt a meeting for a short time to provide an intermission</td>
</tr>
<tr>
<td>Raise a Question of Privilege</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None, Chair grants</td>
<td>To obtain action immediately in an emergency</td>
</tr>
<tr>
<td>Call for the Orders of the Day</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
<td>To demand adopted order of business be followed</td>
</tr>
<tr>
<td><strong>Subsidiary Motions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lay on the Table</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
<td>To set aside an item of business at least temporarily</td>
</tr>
<tr>
<td>Previous Question</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Two-Thirds</td>
<td>To close debate</td>
</tr>
<tr>
<td>Limit or Extend Limits of Debate</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Two-Thirds</td>
<td>To limit or extend limits of debate on a pending question</td>
</tr>
<tr>
<td>Postpone to a Certain Time</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
<td>To delay action</td>
</tr>
<tr>
<td>Commit (or Refer) to a Committee</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
<td>To refer an item to a committee or other entity</td>
</tr>
<tr>
<td>Amend</td>
<td>Yes</td>
<td>Yes*</td>
<td>Yes</td>
<td>Majority</td>
<td>To modify or alter a motion</td>
</tr>
<tr>
<td>Postpone Indefinitely</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Majority</td>
<td>To kill a motion without bringing it to a vote</td>
</tr>
<tr>
<td><strong>The Main Motion</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>Yes*</td>
<td>Yes</td>
<td>Majority</td>
<td>To introduce new business</td>
</tr>
</tbody>
</table>

* A *Main Motion* and a *Motion to Amend* are generally debatable. However, if the *Motion to Amend* is applied to a motion that is not debatable, the *Motion to Amend* is not debatable.

The information above reflects the general rules; however, there are many exceptions.
In addition to the motion types listed above, there are two other classes of motions:

1. **Incidental Motions**: deal with issues of procedure

2. **Motions that Bring a Question Again Before the Assembly**: deal with issues that have been previously decided.
### NH Conference UCC - Operating Statements of Activities

#### Year to Date December 31, 2011, 2012 and 2013

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OPERATING REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributed Revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Basic Mission Support - OCWM</td>
<td>655,163</td>
<td>653,605</td>
<td>660,000</td>
<td>629,653</td>
<td>660,000</td>
</tr>
<tr>
<td>Fellowship Dues</td>
<td>132,814</td>
<td>132,659</td>
<td>152,000</td>
<td>155,662</td>
<td>171,000</td>
</tr>
<tr>
<td>Fellowship Dues for Campus Ministries (2011 only)</td>
<td>9,389</td>
<td>N/A</td>
<td>-</td>
<td>N/A</td>
<td>-</td>
</tr>
<tr>
<td>Friends of the Conference</td>
<td>21,925</td>
<td>26,845</td>
<td>25,000</td>
<td>21,615</td>
<td>25,000</td>
</tr>
<tr>
<td>Bequests &amp; Gifts Shared for OCWM</td>
<td>10,625</td>
<td>150</td>
<td>-</td>
<td>275</td>
<td>-</td>
</tr>
<tr>
<td>Event Contributions</td>
<td>5,701</td>
<td>7,114</td>
<td>-</td>
<td>2,937</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Contributed Revenue</strong></td>
<td><strong>835,617</strong></td>
<td><strong>820,373</strong></td>
<td><strong>837,000</strong></td>
<td><strong>810,142</strong></td>
<td><strong>856,000</strong></td>
</tr>
<tr>
<td>Investment, Trust &amp; Interest Revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CIF Unrestricted Distributions (shared for OCWM)</td>
<td>72,400</td>
<td>68,000</td>
<td>69,520</td>
<td>65,715</td>
<td>69,520</td>
</tr>
<tr>
<td>CIF Restricted Distributions (non-shared)</td>
<td>7,800</td>
<td>7,600</td>
<td>7,800</td>
<td>11,110</td>
<td>7,800</td>
</tr>
<tr>
<td>Lane Estate Distributions</td>
<td>67,275</td>
<td>60,226</td>
<td>65,160</td>
<td>61,764</td>
<td>65,160</td>
</tr>
<tr>
<td>Outside Trust Distributions</td>
<td>20,791</td>
<td>20,714</td>
<td>21,000</td>
<td>20,665</td>
<td>21,000</td>
</tr>
<tr>
<td><strong>Total Investment, Trust &amp; Interest Revenue</strong></td>
<td><strong>168,266</strong></td>
<td><strong>156,540</strong></td>
<td><strong>163,480</strong></td>
<td><strong>159,254</strong></td>
<td><strong>163,480</strong></td>
</tr>
<tr>
<td>Other Revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Fee Revenue</td>
<td>27,140</td>
<td>27,058</td>
<td>27,060</td>
<td>27,110</td>
<td>27,060</td>
</tr>
<tr>
<td>Rental Revenue</td>
<td>44,174</td>
<td>43,264</td>
<td>32,000</td>
<td>46,448</td>
<td>34,000</td>
</tr>
<tr>
<td>Miscellaneous Revenue</td>
<td>21,021</td>
<td>23,212</td>
<td>20,000</td>
<td>26,441</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Other Revenue</strong></td>
<td><strong>92,335</strong></td>
<td><strong>93,534</strong></td>
<td><strong>79,060</strong></td>
<td><strong>99,999</strong></td>
<td><strong>61,060</strong></td>
</tr>
<tr>
<td>Program Revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Event &amp; Mission Trip Revenue (expense line 47)</td>
<td>-</td>
<td>10,000</td>
<td>-</td>
<td>-</td>
<td>10,000</td>
</tr>
<tr>
<td>Committee &amp; Team Events Revenue (expense line 49)</td>
<td>960</td>
<td>3,709</td>
<td>-</td>
<td>7,155</td>
<td>-</td>
</tr>
<tr>
<td>Commission Program Revenue - CWA (expense line 50)</td>
<td>3,600</td>
<td>100</td>
<td>1,000</td>
<td>285</td>
<td>1,000</td>
</tr>
<tr>
<td>Commission Program Revenue - CCL (expense line 51)</td>
<td>19,454</td>
<td>18,111</td>
<td>16,200</td>
<td>26,900</td>
<td>16,200</td>
</tr>
<tr>
<td>Outdoor Ministries Revenue (expense line 54)</td>
<td>130,470</td>
<td>24,240</td>
<td>16,320</td>
<td>97,604</td>
<td>151,186</td>
</tr>
<tr>
<td>Annual Meeting Revenue (expense line 55)</td>
<td>34,739</td>
<td>25,255</td>
<td>35,000</td>
<td>29,750</td>
<td>35,000</td>
</tr>
<tr>
<td><strong>Total Program Revenue</strong></td>
<td><strong>189,223</strong></td>
<td><strong>71,415</strong></td>
<td><strong>78,520</strong></td>
<td><strong>161,694</strong></td>
<td><strong>213,386</strong></td>
</tr>
<tr>
<td><strong>REVENUE BEFORE INTERFUND TRANSFERS</strong></td>
<td><strong>1,285,441</strong></td>
<td><strong>1,141,862</strong></td>
<td><strong>1,158,060</strong></td>
<td><strong>1,231,089</strong></td>
<td><strong>1,293,926</strong></td>
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<tr>
<td>Interfund Transfers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restricted Funds Released To Offset Expenses</td>
<td>3,570</td>
<td>4,963</td>
<td>3,600</td>
<td>14,965</td>
<td>3,600</td>
</tr>
<tr>
<td>Bequests &amp; Gifts Allocated (To) Investments</td>
<td>(3,500)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL OPERATING REVENUE</strong></td>
<td><strong>1,285,511</strong></td>
<td><strong>1,146,825</strong></td>
<td><strong>1,161,660</strong></td>
<td><strong>1,246,054</strong></td>
<td><strong>1,297,526</strong></td>
</tr>
</tbody>
</table>

### FUNCTIONAL EXPENSES FOR OPERATIONS

#### Wider Church Giving

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>National Basic Mission Support (OCWM shared)</td>
<td>294,823</td>
<td>294,122</td>
<td>297,000</td>
<td>284,665</td>
<td>297,000</td>
</tr>
<tr>
<td>National Basic Mission Support (CIF distributions shared)</td>
<td>10,860</td>
<td>10,200</td>
<td>10,428</td>
<td>9,857</td>
<td>10,428</td>
</tr>
<tr>
<td>National Basic Mission Support (Bequests &amp; gifts shared)</td>
<td>500</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Event Contributions Forwarded</td>
<td>5,701</td>
<td>7,114</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>NH Council of Churches Support</td>
<td>13,000</td>
<td>12,978</td>
<td>12,978</td>
<td>12,978</td>
<td>12,978</td>
</tr>
<tr>
<td>Campus Ministries Support</td>
<td>15,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Wider Church Giving</strong></td>
<td><strong>339,884</strong></td>
<td><strong>324,414</strong></td>
<td><strong>320,406</strong></td>
<td><strong>307,500</strong></td>
<td><strong>320,406</strong></td>
</tr>
</tbody>
</table>

#### Conference Mission Activities

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth &amp; Adult - Event &amp; Mission Trips (revenue line 20)</td>
<td>-</td>
<td>4,545</td>
<td>10,000</td>
<td>-</td>
<td>10,000</td>
</tr>
<tr>
<td>Conference Publications &amp; Website</td>
<td>3,650</td>
<td>3,594</td>
<td>4,100</td>
<td>2,494</td>
<td>2,900</td>
</tr>
<tr>
<td>Committees &amp; Teams (revenue line 21)</td>
<td>2,768</td>
<td>1,836</td>
<td>3,850</td>
<td>11,371</td>
<td>2,900</td>
</tr>
<tr>
<td>Commission Programs Expenses - CWA (revenue line 22)</td>
<td>18,747</td>
<td>14,059</td>
<td>17,200</td>
<td>16,120</td>
<td>16,500</td>
</tr>
</tbody>
</table>
### NH Conference UCC - Operating Statements of Activities
**Year to Date December 31, 2011, 2012 and 2013**

#### Commission Programs Expenses - CCL (revenue line 23)
- **Actual 2011**: 25,307
- **Actual 2012**: 23,812
- **Revised 2012 Budget**: 28,900
- **Actual 2013**: 33,333
- **2013 Budget**: 24,900

#### UCC General Synod
- **Actual 2011**: 3,860
- **Actual 2012**: 7,500
- **2012 Budget**: 7,500
- **Actual 2013**: 10,576
- **2013 Budget**: 7,500

#### Denominational Meetings & Dues
- **Actual 2011**: 2,285
- **Actual 2012**: 1,079
- **2012 Budget**: 1,200
- **Actual 2013**: 1,331
- **2013 Budget**: 1,200

#### Outdoor Ministries Expenses (revenue line 24)
- **Actual 2011**: 127,107
- **Actual 2012**: 55,841
- **2012 Budget**: 49,702
- **Actual 2013**: 125,687
- **2013 Budget**: 144,866

#### Annual Meeting Expenses (revenue line 26)
- **Actual 2011**: 32,301
- **Actual 2012**: 22,488
- **2012 Budget**: 35,000
- **Actual 2013**: 31,349
- **2013 Budget**: 35,000

#### Total Conference Mission Activities
- **2011**: 216,025
- **2012**: 134,754
- **2012 Revised Budget**: 157,452
- **2013**: 232,261
- **2013 Budget**: 245,766

#### Total Mission Expenses
- **2011**: 555,909
- **2012**: 459,168
- **2012 Revised Budget**: 477,858
- **2013**: 539,761
- **2013 Budget**: 566,172

#### Personnel - Wages & Benefits

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual 2011</th>
<th>Actual 2012</th>
<th>Revised 2012 Budget</th>
<th>Actual 2013</th>
<th>2013 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conference Minister &amp; Associate Conference Minister</td>
<td>220,020</td>
<td>226,475</td>
<td>229,302</td>
<td>224,682</td>
<td>226,232</td>
</tr>
<tr>
<td>Support Staff</td>
<td>323,556</td>
<td>276,056</td>
<td>277,346</td>
<td>213,149</td>
<td>268,699</td>
</tr>
<tr>
<td>CM/ACM Sabbatical Coverage</td>
<td>-</td>
<td>12,000</td>
<td>12,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Personnel</strong></td>
<td>543,576</td>
<td>514,531</td>
<td>518,648</td>
<td>437,831</td>
<td>494,931</td>
</tr>
</tbody>
</table>

#### Administration

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual 2011</th>
<th>Actual 2012</th>
<th>Revised 2012 Budget</th>
<th>Actual 2013</th>
<th>2013 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elected Leadership</td>
<td>200</td>
<td>436</td>
<td>400</td>
<td>1,239</td>
<td>400</td>
</tr>
<tr>
<td>Worker Compensation Insurance</td>
<td>1,921</td>
<td>1,407</td>
<td>3,500</td>
<td>4,236</td>
<td>3,500</td>
</tr>
<tr>
<td>Bank &amp; Transactions Fees</td>
<td>2,451</td>
<td>1,122</td>
<td>1,250</td>
<td>3,772</td>
<td>4,500</td>
</tr>
<tr>
<td>General Administration &amp; Office Expense</td>
<td>28,498</td>
<td>19,898</td>
<td>28,900</td>
<td>23,713</td>
<td>28,400</td>
</tr>
<tr>
<td>Telephone &amp; Internet</td>
<td>13,211</td>
<td>12,829</td>
<td>15,500</td>
<td>13,601</td>
<td>14,050</td>
</tr>
<tr>
<td>Postage &amp; Delivery</td>
<td>3,653</td>
<td>2,896</td>
<td>4,500</td>
<td>3,772</td>
<td>4,500</td>
</tr>
<tr>
<td>Consultants, Professional, and Other Outside Services</td>
<td>24,477</td>
<td>53,770</td>
<td>47,600</td>
<td>34,833</td>
<td>35,000</td>
</tr>
<tr>
<td>Horton Center Management Services</td>
<td>-</td>
<td>50,580</td>
<td>50,580</td>
<td>95,875</td>
<td>95,875</td>
</tr>
<tr>
<td>CM/ACM/Staff Travel &amp; Business Expenses</td>
<td>21,324</td>
<td>20,384</td>
<td>25,000</td>
<td>18,912</td>
<td>25,000</td>
</tr>
<tr>
<td>CM/ACM Global Mission Travel</td>
<td>1,617</td>
<td>1,957</td>
<td>2,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>CM/ACM Continuing Education</td>
<td>893</td>
<td>385</td>
<td>1,500</td>
<td>794</td>
<td>1,500</td>
</tr>
<tr>
<td><strong>Total Administration</strong></td>
<td>98,245</td>
<td>165,664</td>
<td>180,730</td>
<td>200,120</td>
<td>209,475</td>
</tr>
</tbody>
</table>

#### Property Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual 2011</th>
<th>Actual 2012</th>
<th>Revised 2012 Budget</th>
<th>Actual 2013</th>
<th>2013 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilities</td>
<td>15,696</td>
<td>12,411</td>
<td>17,000</td>
<td>12,019</td>
<td>16,100</td>
</tr>
<tr>
<td>Maintenance</td>
<td>38,492</td>
<td>51,712</td>
<td>44,000</td>
<td>33,613</td>
<td>35,900</td>
</tr>
<tr>
<td>Payments in Lieu of Taxes</td>
<td>12,360</td>
<td>12,731</td>
<td>12,750</td>
<td>12,731</td>
<td>12,750</td>
</tr>
<tr>
<td>Property &amp; Liability Insurance</td>
<td>5,064</td>
<td>7,101</td>
<td>7,000</td>
<td>6,271</td>
<td>7,000</td>
</tr>
<tr>
<td><strong>Total Property Expenses</strong></td>
<td>71,612</td>
<td>83,955</td>
<td>80,750</td>
<td>64,634</td>
<td>71,750</td>
</tr>
</tbody>
</table>

#### Interest Expense
- **Actual 2011**: 194
- **Actual 2012**: 1,145
- **2012 Revised Budget**: 200
- **Actual 2013**: -
- **2013 Budget**: 400

#### Total Conference Resources
- **2011**: 713,627
- **2012**: 765,295
- **2012 Revised Budget**: 780,328
- **2013**: 702,585
- **2013 Budget**: 776,556

#### TOTAL OPERATING EXPENSES
- **2011**: 1,269,536
- **2012**: 1,224,463
- **2012 Revised Budget**: 1,258,186
- **2013**: 1,242,346
- **2013 Budget**: 1,342,728

#### TOTAL OPERATING REVENUE
- **2011**: 1,285,511
- **2012**: 1,146,825
- **2012 Revised Budget**: 1,161,660
- **2013**: 1,246,054
- **2013 Budget**: 1,297,526

#### INCREASE (DECREASE) IN NET OPERATING ASSETS
- **2011**: 15,975
- **2012**: (77,638)
- **2012 Revised Budget**: (96,526)
- **2013**: 3,708
- **2013 Budget**: (45,202)

#### Unbudgeted Special Investment Distribution
- **Actual 2011**: -
- **Actual 2012**: 100,000
- **2012 Revised Budget**: -
- **Actual 2013**: -
- **2013 Budget**: -

#### CHANGE IN NET ASSETS AFTER SPECIAL DISTRIBUTION
- **2011**: 15,975
- **2012**: 22,362
- **2012 Revised Budget**: (96,526)
- **2013**: 3,708
- **2013 Budget**: (45,202)
# NH Conference UCC - Operating Statements of Financial Position


<table>
<thead>
<tr>
<th>Assets</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$ 65,577</td>
<td>$ 90,886</td>
<td>$ 130,405</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>96,084</td>
<td>95,786</td>
<td>79,921</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>41,542</td>
<td>34,662</td>
<td>34,578</td>
</tr>
<tr>
<td><strong>Total Operating Assets</strong></td>
<td><strong>$ 203,203</strong></td>
<td><strong>$ 221,334</strong></td>
<td><strong>$ 244,904</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities &amp; Net Assets</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable &amp; Credit Cards</td>
<td>$ 10,386</td>
<td>$ 9,044</td>
<td>$ 6,368</td>
</tr>
<tr>
<td>Pass-through Contributions</td>
<td>110,351</td>
<td>109,077</td>
<td>133,187</td>
</tr>
<tr>
<td>Deferred Verizon Cell Tower &amp; Other Revenue</td>
<td>2,870</td>
<td>4,846</td>
<td>4,237</td>
</tr>
<tr>
<td>Due to (from) Restricted Fund and/or MRF</td>
<td>8,035</td>
<td>(5,718)</td>
<td>1,199</td>
</tr>
<tr>
<td>Contributions Held For Zimbabwe</td>
<td>3,348</td>
<td>4,772</td>
<td>-</td>
</tr>
<tr>
<td>Accrued Other Expenses</td>
<td>-</td>
<td>18,802</td>
<td>200</td>
</tr>
<tr>
<td>Accrued expenses for General Synod</td>
<td>-</td>
<td>8,736</td>
<td>-</td>
</tr>
<tr>
<td>Line of Credit</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Operating Liabilities</strong></td>
<td><strong>134,990</strong></td>
<td><strong>149,559</strong></td>
<td><strong>145,191</strong></td>
</tr>
</tbody>
</table>

| Beginning Net Assets - January 1                              | 52,238     | 49,412     | 96,005     |
| YTD Change in Net Assets                                      | 15,975     | 22,363     | 3,708      |
| **Total Operating Net Assets**                                | **68,213** | **71,775** | **99,713** |

| Total Operating Liabilities & Net Assets                      | **$ 203,203** | **$ 221,334** | **$ 244,904** |
New Hampshire Conference United Church of Christ

Our Mission Income & Spending Plan for 2015

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our Church’s Wider Mission (Basic Support)</td>
<td>650,000</td>
<td>663,516</td>
</tr>
<tr>
<td>Fellowship Dues Revenue</td>
<td>170,000</td>
<td>160,000</td>
</tr>
<tr>
<td>Friends of the NHCUCC Annual Appeal</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Investment Income on Funds Invested for the Whole Church</td>
<td>65,400</td>
<td>71,600</td>
</tr>
<tr>
<td>Investment Income on Funds Invested for the NHCUCC</td>
<td>18,500</td>
<td>23,720</td>
</tr>
<tr>
<td>Investment Income from Trusts</td>
<td>85,430</td>
<td>91,230</td>
</tr>
<tr>
<td>Administrative Fee Revenue</td>
<td>27,060</td>
<td>27,210</td>
</tr>
<tr>
<td>Rental Revenue</td>
<td>48,000</td>
<td>49,440</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>1,089,390</td>
<td>1,111,716</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Ministry &amp; Mission Expenses</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Our Church’s Wider Mission (Basic Support)</td>
<td>292,500</td>
<td>298,582</td>
</tr>
<tr>
<td>Investment Income Shared with the National Setting</td>
<td>9,810</td>
<td>10,740</td>
</tr>
<tr>
<td>Christian Formation Ministry</td>
<td>99,880</td>
<td>16,000</td>
</tr>
<tr>
<td>*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clergy Support Ministry</td>
<td>8,400</td>
<td>2,400</td>
</tr>
<tr>
<td>Local Church Support Ministry</td>
<td>3,000</td>
<td>9,500</td>
</tr>
<tr>
<td>Finance Ministry</td>
<td>13,100</td>
<td>12,100</td>
</tr>
<tr>
<td>Peace and Justice Ministry</td>
<td>14,800</td>
<td>13,250</td>
</tr>
<tr>
<td>Wider Church Relations Ministry</td>
<td>35,578</td>
<td>31,578</td>
</tr>
<tr>
<td>General Mission</td>
<td>635,080</td>
<td>742,642</td>
</tr>
<tr>
<td>Ministerial Salaries &amp; Benefits</td>
<td>229,823</td>
<td>231,988</td>
</tr>
<tr>
<td>Staff Salaries &amp; Benefits</td>
<td>221,107</td>
<td>334,694</td>
</tr>
<tr>
<td>Elected Leadership</td>
<td>700</td>
<td>1,400</td>
</tr>
<tr>
<td>Bank Transaction Fees</td>
<td>1,250</td>
<td>3,500</td>
</tr>
<tr>
<td>Workers Compensation Insurance</td>
<td>3,500</td>
<td>3,500</td>
</tr>
<tr>
<td>General Office Supplies</td>
<td>11,250</td>
<td>11,150</td>
</tr>
<tr>
<td>Property Expenses - Pembroke Conference Center</td>
<td>71,000</td>
<td>69,216</td>
</tr>
<tr>
<td>Telephone &amp; Internet Service</td>
<td>13,250</td>
<td>13,300</td>
</tr>
<tr>
<td>Equipment Leasing &amp; Maintenance</td>
<td>12,700</td>
<td>12,000</td>
</tr>
<tr>
<td>Conference Communications</td>
<td>2,800</td>
<td>2,800</td>
</tr>
<tr>
<td>Postage</td>
<td>4,500</td>
<td>3,065</td>
</tr>
<tr>
<td>Professional Fees &amp; Services</td>
<td>26,700</td>
<td>30,029</td>
</tr>
<tr>
<td>CM / ACM Travel &amp; Business Expenses</td>
<td>25,000</td>
<td>24,000</td>
</tr>
<tr>
<td>ACM / ACM Continuing Education</td>
<td>1,500</td>
<td>2,000</td>
</tr>
<tr>
<td>ACM Sabbatical Supply</td>
<td>10,000</td>
<td>-</td>
</tr>
<tr>
<td>Total Expense</td>
<td>1,112,148</td>
<td>1,136,792</td>
</tr>
</tbody>
</table>

Net Revenue / (Expense)

(22,758)  (25,076)

*This reflects a change in our agreement with the Maine Conference United Church of Christ for management services at Horton Center. While the amount paid to the Maine Conference is reduced in the Christian Formation Ministry line, our Support Staff Salaries & Benefits line is increased to support the employment of our Director of Outdoor Ministries.*
New Hampshire Conference United Church of Christ
Our Proposed Mission Income & Spending Plan 2015 Annotated

This Mission Income and Spending Plan for 2015 is presented for the second year responding to the new Conference structure that was implemented in 2014. We begin our second year of the structure with a more solid vision of how it functions in reality. This plan seeks to balance accountability and freedom for the six Conference Ministries: Christian Formation, Clergy Support, Local Church Support, Finance, Peace and Justice, and Wider Church Relationships, as they do their work on behalf of the whole Conference.

This plan does not reflect spending for Conference events or activities that are projected to have balanced revenue and expense (e.g., the cost of the 2015 Conference Annual Meeting. The $35,000.00 associated with the 2015 Annual Meeting does not appear either in the Revenue or the Ministry & Mission Expenses in this plan.) The Conference Board of Directors intends this document to illustrate how our Churches Wider Mission Basic Support, Fellowship Dues, Friends of the NHCUCC Annual Appeal, and other revenue support the vision and mission of the New Hampshire Conference.

We are the New Hampshire Conference of the United Church of Christ, and we have a story to tell. Ours is a story of transformation, of inspiration, of proclamation, and of jubilation. Ours is a story that rings out a message of hope across this beautiful state through the 137 local churches that are in covenant. Ours is a story that radiates in the lives of the 21,000 members who make up the New Hampshire Conference of the United Church of Christ. Ours is a story of a community that seeks compassion, justice and peace for all people; a faith that celebrates the Holy Spirit as the source of joy, growth and healing; and a church that offers to all a dwelling place with God and for God. Ours is a story that has been told time and time again and continues to speak to a new generation of believers. Ours is the story of the Gospel of Jesus Christ that comes to life with vibrancy and joy through the ministries of the New Hampshire Conference of the United Church of Christ.

Mission Expenses for 2015

The story of the New Hampshire Conference of the United Church of Christ is told through the six ministries that embody our community. These ministries are Christian Formation, Clergy Support, Local Church Support, Finance, Peace and Justice, and Wider Church Relationships. Through these ministries we are taking the gifts that have been given to us through our Churches Wider Mission Basic Support, Fellowship Dues, and the Friends of the NHCUCC Annual Appeal, and transforming them into offerings of service, support, and love.

The Christian Formation Ministry is the arm of the conference that “promotes spiritual and educational development for persons of all ages by providing conference-wide experiences for local churches.” With an allocation of $16,000 the Christian Formation Ministry and its missions will provide opportunities for members of the NH Conference of the United Church of Christ to be challenged, encouraged, and supported as they grow and develop in their individual faith expression. Programs such as the summer long camping experiences at Horton Center, the educational resources and conversations afforded through our partnership with the New England Association of Christian Educators, and our varied Youth and Young Adult events are touching the lives and deepening the faith of thousands around NH. The Christian Formation Ministry will receive funding as follows: Christian Education & Formation Events, $2,000; Youth & Young Adult Ministries, $1,500;
New England Association of Christian Educators, $500; and our agreement with the Maine Conference UCC for administrative services for outdoor ministry programs at Horton Center, $12,000. Having completed our three year agreement with the Maine Conference, there will be modifications to the agreement in 2015. The funds in this Ministry will cover administrative services such as registration and a consulting fee for administrative assistance for the Director of Outdoor Ministries who will be employed by the Conference and paid through the General Mission budget. The program part of Horton Center is projected to be balanced for 2015. The Outdoor Ministries Operating Budget, for informational purposes only, follows this narrative section of the budget packet.

The Clergy Support Ministry is committed to strengthening the clergy of our conference by “providing opportunities for continuing education and support to augment the work of the Conference Minister and the Association Committees on Church and Ministry.” With an allocation of $2,400, this ministry will facilitate a wide variety of clergy support missions including the facilitation of the regional UCC Polity Course, $400, and Fitness Review training, investigation, and adjudication, $2,000. In addition, the Clergy Support Ministry will sponsor other programs including Clergy Convocation, Interim Ministry Activities, and Clergy Support Groups, all of which are projecting balanced budgets for 2015.

The Local Church Support Ministry is called upon to “create programs which strengthen and enrich congregations in cooperation with the Conference Minister and Association Committees on Church and Ministry.” This ministry is committed to the strengthening, supporting, and sustaining our 137 local churches around the state, while also engaging in the mission of fostering New & Renewing Churches. The Local Church Support Ministry has a wide reaching goal of local church renewal and perhaps even a new congregation start in the coming year. The total allocation of $9,500 afforded to the Local Church Support Ministry in the 2015 budget will be used to support Local Church Support Ministry Initiatives, $3,000, the New Thing Task Force, $1,500 and New Hampshire School of Ministry (NHSM), $5,000. The NHSM is the New Hampshire Conference branch of the Northeast School of Ministry, a regional initiative between the New York, Connecticut, Vermont, Maine, Massachusetts and New Hampshire Conferences working together in an effort to provide formal training for licensed ministers. This newly formed inter-conference partnership is a shining example of the forward thinking approach to ministry that embodies our conference. We anticipate that this endeavor might well become a prototype for education in the future. The Local Church Support Ministry will once again host “Prepared to Serve,” a day long experience of spiritual growth and development. This exciting event, which is for many, one of the highlights of the conference year, had a record attendance in 2014 with 366 registrations from all over New Hampshire. The “Prepared to Serve” event is projecting a balanced budget for 2015.

The Finance Ministry is the arm of the conference that “shall develop the means to strengthen generosity through education and advocacy and steward the assets of the Conference; and shall interpret Our Church’s Wider Mission (Basic Support) as a means of covenantal faithfulness.” This ministry, with an allocation of $12,100 will work towards the enrichment of the conference and local church across NH by supporting the missions of Stewardship Development, $5,000; Gratitude Group, $250; Friends of the NH Conference, $100; Covenant Messengers, $250; OCWM Promotional Materials, $1,500; Videos Production, $500; and Investment Consulting agreement with the Connecticut Conference, $4,500.
The story of the NH Conference of the United Church of Christ is one that reaches well beyond all the things that are happening in our local churches. We believe that our still speaking God calls us to proclaim a message of hope, justice and peace in our towns, cities, and global community. The Peace and Justice Ministry is called upon to “provide leadership and advocacy to respond to the needs of the world through the power of the gospel” This ministry is a touchstone for the communication of and action for essential faith issues. The various missions of the Peace and Justice Ministry stand as a voice of change and a beacon of hope, and they exemplify the vibrant ways that God is working in and through the NH Conference of the United Church of Christ. With a total allocation of $13,250 the Peace and Justice Ministry will fund missions in 2015 as follows: Faith Witness/Advocacy, $800; Economic Justice, $2,000; Environmental Stewardship, $2,550; Immigration, $2,000; Open & Affirming, $3,500; and Peace/Non-Violence, $2,400.

As a community living in covenant with our local congregations and associations, as well as with the congregations and associations across the national context, The Wider Church Relationships Ministry “seeks and promotes the means for congregations and persons to engage the needs and opportunities of the world; engages the Jesus’ prayer, ‘that they all may be one’ and finds the means for action.” This ministry reaches out to the Wider Church through its commitment and support of the New Hampshire Council of Churches, $12,978; the UKAMA Partnership, $7,500; Council for Theological Education in New England, $1,000; Council of Conference Ministers, $1,100; General Synod, $8,000; and New Church Starts, $1,000. With a total allocation $31,578 the Wider Church Relationship Ministry is helping the NH Conference live out our call to shared life and ministry across all settings of the United Church of Christ.

As a symbol of our covenant with the wider settings of the United Church of Christ, and with the intent of strengthening the life of the church both nationally and globally, the NH Conference of the United Church of Christ continues our commitment to sharing 45% of Our Church’s Wider Mission (Basic Support), $298,582. The 2015 budget also includes an allocation of $10,740 which reflects the portion of the “investment income on Funds invested for the Whole Church” that is forwarded to the national setting of the United Church of Christ for ministry and mission in the wider church.

The work and service completed on behalf of the ministries of the NH Conference are all supported and sustained by the conference leadership. The General Mission of the NH Conference, represents this leadership support to the churches, associations, and the wider settings of the United Church of Christ. The Conference leadership offers an essential link between churches. Through their connections and communications, they overwhelmingly enhance the effectiveness of our wider church leadership, and give voice to the mission and vision of the NH Conference of the United Church of Christ. Expenses connected to the General Mission have implication for the overall effectiveness of our Conference structure. For example, the salaries paid to the ministerial and support staff, assist the work of every Ministry and Mission Group in the Conference, as well as the Local Churches and Associations. The total allocation for General Mission is $742,642. This includes allocations for the Conference Minister and Associate Conference Minister, $231,988; Support Staff Salary and Benefits, $334,694; and General Administrative and Office Expense, $175,960. The significant change in this area reflects the change in our agreement with Maine Conference increasing this line to support the employment of our Director of Outdoor Ministries (see decrease in the Christian Formation Ministry line) and the addition of office support staff. Over the last several years the staff has dwindled to below bare minimum and this addition will
allow ministerial staff to focus on ministry. An itemized listing of these expenses by category is contained in Our Mission Spending Plan.

**Mission Income for 2015**

The story of the NH Conference that is told through the life and works of the various ministries and missions of the conference is powerful, but it is only part of the story. The gifts of time and funds that are reflected in the expenses and mission of the Church are made possible through the generosity of our local churches and the members and friends of the NH Conference. The total revenue that is anticipated for the budget year 2015 is $1,111,716. Our revenue is achieved through the offerings given through Our Church’s Wider Mission, Fellowship Dues, the Friends of the NHCUCC Annual Appeal, and the various investment and trust distributions of the conference.

**Our Church’s Wider Mission (Basic Support)** is the covenantal contribution made by the 138 local churches of the Conference to support the ministry of the Wider Church. The New Hampshire Conference retains 55% of these gifts and forwards 45% to the national setting of the United Church of Christ for use nationally and internationally in God’s work in the world. Our Church’s Wider Mission (Basic Support) is the primary revenue stream, accounting for about 60% of our projected revenue. This year’s OCWM offering is budgeted as $663,516.

In addition to the annual offering made through OCWM, the NH Conference of the United Church of Christ is supported by **Fellowship Dues**. These contributions, based on local church membership, are collected by the treasurers of the seven Associations in the NHCUCC. Each Association has its own per capita assessment. The New Hampshire Conference’s portion is $10.00 per member. Total anticipated revenue from fellowship dues in 2015 is $160,000.

Each year the conference is blessed by the generosity of many friends through the **Friends of the NHCUCC Annual Appeal**. This is an annual fund appeal to those individuals who are participating in the ministry of the New Hampshire Conference and to those who have experienced its significance in the life of their associations and local churches. The 2015 budget anticipates the continued support of many friends with a cumulative offering of $25,000.

The NH Conference is blessed with a variety of invested funds that represent the legacy of giving handed down from those who have come before us. The offerings that have been made over the years to the NH Conference funds have been instrumental in supporting the life and ministry of the Conference. The 2015 budget anticipates income of $71,600 from **Investment Income: on Funds Invested for the Wider Church**. The New Hampshire Conference holds invested funds, which are prudently managed to provide present dividend income and be an asset for the generations to come. This income is used to fund ministries and mission in the New Hampshire Conference and the wider United Church of Christ as it serves nationally and globally. **Investment Income on Funds Invested for the NHCUCC** represents a portion of our invested funds designated exclusively for use by the New Hampshire Conference. Income from these funds is projected to be $23,720.

The New Hampshire Conference is a beneficiary of income from several trusts: these include the Lane Estate, Hussey Trust, and Chadwick Trust. **Trust Distributions** for 2015 are expected to be $91,230. The New Hampshire Conference also receives an annual fee for prudent oversight and the administration of the Consolidated Investment Fund, the Lyford-Merrow Trust, and the Ministerial
Relief Fund. The **Administrative Fees Collected** in 2015 will provide $27,210 in revenue. In addition the Conference anticipates receiving $49,440 in **Rental Revenue** from a cell tower on Pine Mountain.

The total income anticipated in this plan is **$1,111,716**. This leaves a projected deficit of **$25,076**, which will have to be made up with investment income, but in reality, it is an amount that can be eliminated with some work on the part of all. We urge pastors and delegates to become strong advocates for supporting our convenantal connections in and through the United Church of Christ. May this total be viewed as a minimum expression of our commitment and support. What yet might be possible if we each and all gave generously and enthusiastically, with joy and gladness, with hope and love? This, we believe, to be Christ’s challenge to us. The story lives through us!

**The Story Continues**

This story continues through each and every one of us that supports the New Hampshire Conference and its ministries that are carried out on our behalf. **Thank you!** We celebrate the partnerships with local churches, members and friends of the New Hampshire Conference, and the foresight of those that came before us who made legacy gifts. Together, we are the New Hampshire Conference, a vital voice in New Hampshire proclaiming the Good News and witnessing to God’s love in the world. Thanks be to you and thanks be to God.
## Outdoor Ministries Revenue

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Budget 2014</th>
<th>Budget 2015</th>
</tr>
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<tbody>
<tr>
<td>4-6100</td>
<td>HC Camper Revenue</td>
<td>$ 120,000</td>
<td>125,000</td>
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<tr>
<td>4-6200</td>
<td>HC Facilities Rental Revenue</td>
<td>15,500</td>
<td>16,000</td>
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<tr>
<td>4-6300</td>
<td>OM Direct Donations</td>
<td>500</td>
<td>1,000</td>
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<tr>
<td>4-6400</td>
<td>OM Investment Distributions</td>
<td>6,320</td>
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<td>4-6500</td>
<td>OM Miscellaneous Revenue</td>
<td>1,000</td>
<td>2,373</td>
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<tr>
<td>4-6700</td>
<td>OM Restricted Funds Released</td>
<td>3,500</td>
<td>2,000</td>
</tr>
<tr>
<td>4-6800</td>
<td>Camp Store Revenues</td>
<td>4,000</td>
<td>6,500</td>
</tr>
<tr>
<td></td>
<td><strong>Total OM Revenue</strong></td>
<td><strong>150,820</strong></td>
<td><strong>159,193</strong></td>
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</tbody>
</table>

## Outdoor Ministries Expenses

### Personnel

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Budget 2014</th>
<th>Budget 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>6-6110</td>
<td>HC Site Manager</td>
<td>19,346</td>
<td>19,926</td>
</tr>
<tr>
<td>6-6115</td>
<td>HC Site Manager Employer FICA</td>
<td>1,480</td>
<td>1,524</td>
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<tr>
<td>6-6120</td>
<td>HC Seasonal Staff</td>
<td>42,000</td>
<td>45,000</td>
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<td>6-6125</td>
<td>HC Seasonal Staff Employer FICA</td>
<td>3,213</td>
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<td><strong>Total OM Personnel</strong></td>
<td><strong>66,038</strong></td>
<td><strong>69,893</strong></td>
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### Camp Operations

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Budget 2014</th>
<th>Budget 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>6-6210</td>
<td>HC Food &amp; Kitchen Supplies</td>
<td>20,000</td>
<td>20,000</td>
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<tr>
<td>6-6220</td>
<td>HC Propane &amp; Heating Oil</td>
<td>2,500</td>
<td>2,500</td>
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<tr>
<td>6-6230</td>
<td>HC Electricity</td>
<td>3,000</td>
<td>3,000</td>
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<tr>
<td>6-6240</td>
<td>HC Equipment Repair &amp; Maintenance</td>
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<td>3,000</td>
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<td>6-6250</td>
<td>HC Buildings &amp; Grounds Maintenance</td>
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<td>6-6260</td>
<td>HC Vehicle Expenses</td>
<td>6,500</td>
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<tr>
<td>6-6270</td>
<td>HC Allocated Workers Compensation</td>
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<td>6-6280</td>
<td>HC Allocated Property Insurance</td>
<td>10,000</td>
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<td>6-6290</td>
<td>HC First Aid Supplies</td>
<td>600</td>
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<td>6-6295</td>
<td>HC Miscellaneous</td>
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<td>1,900</td>
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<tr>
<td>6-6310</td>
<td>Trail &amp; Campground Fees</td>
<td>500</td>
<td>500</td>
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<tr>
<td>6-6320</td>
<td>Expeditions Expenses</td>
<td>2,500</td>
<td>2,500</td>
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<tr>
<td>6-6330</td>
<td>Work Camp Expenses</td>
<td>100</td>
<td>100</td>
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<tr>
<td>6-6340</td>
<td>Pilgrim Lodge Services</td>
<td>-</td>
<td>-</td>
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<td></td>
<td><strong>Total Camp Operations</strong></td>
<td><strong>68,432</strong></td>
<td><strong>70,600</strong></td>
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### Administrative Expenses

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<th>Code</th>
<th>Description</th>
<th>Budget 2014</th>
<th>Budget 2015</th>
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<tbody>
<tr>
<td>6-6410</td>
<td>OM Staff Recruiting</td>
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<td>150</td>
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<tr>
<td>6-6420</td>
<td>OM Staff &amp; Volunteer Training</td>
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<tr>
<td>6-6430</td>
<td>OM Staff Travel &amp; Business Expenses</td>
<td>300</td>
<td>400</td>
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<tr>
<td>6-6440</td>
<td>OM Telephone &amp; Internet</td>
<td>250</td>
<td>500</td>
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<tr>
<td>6-6450</td>
<td>OM Curriculum &amp; Materials</td>
<td>500</td>
<td>500</td>
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<tr>
<td>6-6460</td>
<td>OM Licenses &amp; Dues</td>
<td>1,000</td>
<td>2,000</td>
</tr>
<tr>
<td>Account Number</td>
<td>Description</td>
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<td>6-6470</td>
<td>OM Postage &amp; PO Box</td>
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<tr>
<td>6-6480</td>
<td>OM Printing Expenses</td>
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<tr>
<td>6-6490</td>
<td>OM Publicity &amp; Promotion</td>
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<tr>
<td>6-6510</td>
<td>OM Website Design &amp; Maintenance.</td>
<td>1,000</td>
<td>1,000</td>
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<tr>
<td>6-6520</td>
<td>OM Registration Software Expense</td>
<td>500</td>
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<tr>
<td>6-6530</td>
<td>OM Online Transaction Fees</td>
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<tr>
<td>6-6590</td>
<td>OM Misc. Administrative Expenses</td>
<td>750</td>
<td>750</td>
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<tr>
<td></td>
<td><strong>Total Admin. &amp; Curriculum</strong></td>
<td>14,350</td>
<td>15,700</td>
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<tr>
<td>6-6800</td>
<td>Camp Store Merchandise</td>
<td>2,000</td>
<td>3,000</td>
</tr>
<tr>
<td></td>
<td><strong>Total Outdoor Ministries Expenses</strong></td>
<td>150,820</td>
<td>159,193</td>
</tr>
<tr>
<td></td>
<td><strong>Net OM Revenue (Expense)</strong></td>
<td>$ (0)</td>
<td>0</td>
</tr>
</tbody>
</table>
Nominating Committee Report - 2014

Position: **Board of Directors** – Term Expires 2017

**Rev. Dawn Garrett-Larsen**  
Church: Nelson Congregational Church, United Church of Christ – Nelson

**Rev. Paula Gile**  
Church: Congregational Church of Laconia, United Church of Christ – Laconia

**Kenneth Gould**  
Church: First Parish Congregational Church, United Church of Christ – East Derry

**Daniel Harkinson**  
Church: First Church Congregational, United Church of Christ – Rochester

Position: **Nominating Committee** – Term Expires 2016

**Rev. Dawn Berry**  
Local Church: Brookside Congregational - Manchester

Position: **General Synod Delegate** – Term Expires 2017 (General Synod 31)

**Rev. Damon Anderson**  
Local Church: First Congregational Church, United Church of Christ – Swanzey

**Rev. Eliza Buchakjian-Tweedey**  
Local Church: First Church Congregational, United Church of Christ – Rochester

**Joe Calabro**  
Local Church: First Congregational Church, United Church of Christ – Pelham

**Sanjay Cherian**  
Local Church: Brookline Community Church – Brookline

**Rob Grabill**  
Local Church: Church of Christ at Dartmouth College, United Church of Christ – Hanover

**Sally Tinkham – Youth**  
Local Church: Congregational Church of Laconia, United Church of Christ – Laconia
Position: **General Synod Alternate Delegate** – Term Expires 2015  (General Synod 30)

**Rev. Paulo França - Alternate**  
Local Church: Plymouth Congregational United Church of Christ – Plymouth

**Harli Webb - Alternate**  
Local Church: First Congregational Church, United Church of Christ – Manchester

**Rev. Barry Jacobson - Alternate**  
Local Church: Community Church of Christ – Franconia

**Sydney Evans – Youth Delegate Alternate**  
Local Church: First Parish Church UCC – Dover
Recognition of Authorization
Anniversaries

October 25, 2014
Five Years

The Rev. Duane Bailey
Ordained, January 11, 2009
Ten Years

The Rev. Patrice Ficken
Ordained, May 9, 2004

The Rev. Gina Finocchiaro
Ordained, May 30, 2004

The Rev. Rebecca Larson
Ordained, December 5, 2004
Fifteen Years

The Rev. William Ferguson          The Rev. Gayle Murphy
Ordained, April 11, 1999                 Ordained, January 3, 1999

The Rev. Michael McCutcheon          The Rev. Martell Spagnolo
Ordained, November 21, 1999        Ordained, April 1, 1999

The Rev. Carol Meredith          The Rev. David Weddington
Ordained, March 21, 1999              Ordained, October 3, 1999
Twenty Years

The Rev. Gordon Crouch
Ordained, October 16, 1994

The Rev. Beverly Lindsey
Ordained, September 18, 1994

The Rev. Mimi Hollister
Ordained, April 17, 1994

The Rev. Mary Elizabeth Seals
Ordained, October 23, 1994

The Rev. Ellen Lankhorst
Ordained, October 1, 1994
Twenty-five Years

The Rev. Dr. David Dodge
Ordained, December 12, 1989

The Rev. John Gregory-Davis
Ordained, October 29, 1989

The Rev. Susan Gregory-Davis
Ordained, October 29, 1989

The Rev. Terri Young
Ordained, May 21, 1989
Thirty Years

The Rev. Michael Lowry
Ordained, June 24, 1984

The Rev. Leanne Tigert
Ordained, January 29, 1984

The Rev. Jane Wilson
Ordained, June 10, 1984
Thirty-five Years

The Rev. Robert Andrews
Ordained, April 29, 1979

The Rev. Dr. Warren Bouton
Ordained, June 24, 1979

The Rev. James Chaloner
Ordained, October 7, 1979

The Rev. Jane Geffken Henderson
Ordained, May 13, 1979

The Rev. David Keller
Ordained, August 19, 1979

The Rev. Richard Leavitt
Ordained, October 28, 1979

The Rev. Lynda Tolton
Ordained, December 16, 1979
Forty Years

The Rev. Robert Hamm  The Rev. Donald T. Towle
Ordained, 1974  Ordained, December 15, 1974

The Rev. Dr. Larry Siebrands  The Rev. Richard Wierwille
Ordained, 1974  Ordained, November 10, 1974

The Rev. Richard Slater
Ordained, September 22, 1974
Forty-five Years

The Rev. Randall Ferrara
Ordained, 1969

The Rev. Neil Iverson
Ordained, September 21, 1969

The Rev. Dr. Gary Wehrwein
Ordained, October 26, 1969
Fifty Years

The Rev. Dr. Allan Lurvey
Ordained, November 22, 1964

The Rev. David C. Williams
Ordained, May 10, 1964
Fifty-five Years

The Rev. Marilyn Bushnell
Ordained, November 22, 1959

The Rev. Norman Dubie
Ordained, September 27, 1959

The Rev. George Harvey
Ordained, September 20, 1959
Sixty Years

The Rev. Raymond Jones
Ordained, September 16, 1954

The Rev. William McGregor
Ordained, April 25, 1954
Sixty-five Years

The Rev. Fred Berthold, Jr.
Ordained, 1949

The Rev. Laura Berthold
Ordained, 1949
THIS RESOLUTION WAS ADOPTED BY THE BOARD OF DIRECTORS, ACTING ON BEHALF OF THE GATHERED CONFERENCE, ON SEPTEMBER 20, 2014.

NEW HAMPSHIRE CONFERENCE UNITED CHURCH OF CHRIST PROPOSED RESOLUTION OF CHRISTIAN WITNESS

TITLE: JOBS SHOULD LIFT WORKERS OUT OF POVERTY, NOT KEEP THEM THERE: A RESOLUTION OF CHRISTIAN WITNESS IN SUPPORT OF INCREASING THE MINIMUM WAGE (at both the State and Federal level)

SOURCE: The Economic Justice Mission Group of the NHC-UCC
Note: This resolution is also being submitted to the Peace and Justice Ministry with a request that this body also recommend the adoption of the resolution by the NH Conference.

SUBMITTED ON: August 29, 2014

CONTACT: Gail Kinney, Pastor, South Danbury United Church of Christ, 603-381-7324, pastor.southdanburyucc@gmail.com; OR
John Gregory-Davis, Co-Pastor, Meriden Congregational Church, UCC, 603-469-3235, john@meridenucc.org

SUMMARY: This resolution declares that jobs should lift workers out of poverty, not keep them there. It thus calls upon the New Hampshire Conference-United Church of Christ to support and advocate for a reinstitution of a state minimum wage in NH (set at an adequate level to bring workers out of poverty) and an increase in the federal minimum wage – so that all full-time workers will be able to earn wages that bring them above the poverty line and so that no full-time worker is relegated to a life of poverty despite his or her work effort and ethic.

BACKGROUND STATEMENTS

Relevant UCC and Faith Community Vision:

The National Council of Churches, through its Let Justice Roll Living Wage Campaign (to which the New Hampshire Council of Churches is signatory) and the national setting of the United Church of Christ have long been on record in support of fair wages and just treatment in the workplace for all workers. This includes vigorous support for an increase in the federal minimum wage (and state minimum wage levels) to keep up with economic reality and to make it possible for all workers to earn full-time wages that enable them to rise out of poverty rather than keeping them living in poverty. In
one of the UCC’s signature economic justice documents, “Jesus Was a Low Wage Worker,” the UCC Office of Justice and Witness Ministries states the following:

- **Jesus was a low-wage worker, just like too many workers in the U.S. today.** Nurses aides, hotel house-keepers, farm workers, day laborers, early childcare specialists, fast food workers, retail sales clerks, and custodians are examples of workers who provide needed services but usually receive wages so low that they cannot keep a family out of poverty. Jobs should lift workers out of poverty, not keep them there. We sometimes justify poverty wages by assuming certain workers are not worth more, are not worthy of living wages. But all workers are children of God, made in God’s image. They deserve a living wage.

- **Over one-quarter of all jobs in the U.S. (28%) pay poverty-level wages, so low that a full-time worker cannot keep a family out of poverty.** These jobs are more likely to be held by women and people of color, marginal jobs for too often marginalized people. Just like Jesus. Low-wage jobs are less likely to provide health insurance, a pension, or even paid sick leave.

- **Workers need jobs. If all they can find is a poverty job, they have to take it. But…poverty jobs can be changed into life-enhancing, living-wage jobs if we actively work to make this happen.** Low-wage workers are high-value people, created in the image of God. All jobs must provide fair wages, benefits, and working conditions. Workers must be able to support themselves and their families, and live with dignity the life of wholeness that God intends for all. God’s reign does not stop at the door to the workplace but extends to all aspects of life including our work lives.

**Relevant Economic Background:**

- The federal minimum wage was first established in 1938 via the Fair Labor Standards Act (FLSA) and has since been increased 22 times, in part to keep up with rising prices of basic life necessities, with the most recent increase, to $7.25 per hour, occurring in July 2009. However, because there have been some extended periods between these adjustments while inflationary increases continue, the real value (purchasing power) of the minimum wage has decreased substantially over time, most particularly in the past four and a half decades. (Congressional Research Office, January, 2014)

**THE RESOLUTION**

**RATIONALE:**

WHEREAS, fair treatment for workers and caring for the “least of these” is an important part of the biblical story, and love, mercy and resource-sharing are equally prominent within God’s Word and Jesus’ ministry, and these themes have a significant presence in the Bible – including:

- In Deuteronomy 24:14 where it is written, “You shall not withhold the wages of poor and needy laborers…;”

- in Deuteronomy 15, verses 7 and 11, where it is written, “If there is among you anyone in need, a member of your community in any of your towns within the land that the Lord your God is giving you, do not be hard-hearted or tight-fisted towards your needy neighbor…. Since there will never cease to be some in need on the earth, I therefore command you, ‘Open your hand to the poor and needy neighbour in your land…’;”

- in Matthew 25, verses 44 and 45, where it is written: “...Lord, when was it that we saw you (in need) and did not take care of you? “ Then he will answer them, ‘Truly I tell you, just as you did not do it to one of the least of these, you did not do it to me;’”

And WHEREAS, according to the Congressional Research Office and numerous other credible economic studies, the real value (purchasing power) of the minimum wage has decreased substantially over time and the peak value of the minimum wage in real terms was reached in 1968 – and to equal the purchasing power of the minimum wage in 1968 (which would be $10.69 in today’s dollars), the
current $7.25 minimum wage would have to increase by $3.44 (or 47%) (Congressional Research Office, January, 2014);

And WHEREAS, in 2011, despite a gubernatorial veto, the New Hampshire Legislature voted to abolish the NH minimum wage (and therefore the federal minimum wage rate is the figure that applies in NH);

And WHEREAS, the federal minimum wage of $7.25 an hour, or slightly over $15,000 a year for a full-time worker, is not enough to lift a household of two out of poverty (as federally defined) and is nowhere enough to lift any size household out of a life of constant economic stress and insecurity;

And WHEREAS, if the minimum wage had grown along with workers' productivity, it would be as high as $17.19 today (Center for Economic Policy and Research, No Matter How You Look At It, the Minimum Wage Is Much Too Low, July 2013);

And WHEREAS, in New Hampshire, the “fair market rent” (FMR) for a two-bedroom apartment is $1,049 and in order to afford this level of rent and utilities without paying more than 30% of income on housing, a household must earn $3,498 monthly or $41,971 annually – and assuming a 40-hour work week, 52 weeks per year, this level of income translates into a necessary “housing wage” of $20.18 an hour (National Low Income Housing Coalition, “Out of Reach” Report, http://nlihc.org/oor/2014/NH);

And WHEREAS fifty-one years ago, in August, 1963, the Rev. Dr. Martin Luther King, Jr. and the numerous other faith and community leaders who came together for the March on Washington for Jobs and Freedom (the occasion of Dr. King’s “I Have A Dream” speech) embraced as a basic tenet of the March that the federal minimum wage should be increased to $2.00 per hour (which would be $13.39 in 2013 dollars), and we as a state and nation are still far from achieving that basic economic justice objective;

And WHEREAS, a constantly falling real minimum wage forges a pathway to poverty and inequality for more and more workers with each passing year;

And WHEREAS, an effort to increase the minimum wage is actively supported by both the UCC Justice and Witness Ministries and the National Council of Churches through its Let Justice Roll campaign (to which the NH Council of Churches is a signatory); now therefore

BE IT RESOLVED that the New Hampshire Conference of the United Church of Christ join its brothers and sisters within the UCC Justice and Witness Ministries and the National Council of Churches’ Let Justice Roll campaign in prophetic witness to advocate locally and nationally for an increase in the federal minimum wage and the reinstatement of a minimum wage at the state level, with automatic inflationary adjustments, in order to regain the minimum wage’s lost purchasing power and to achieve a minimum wage level that will bring working families out of poverty.

PLAN OF ACTION

IMPLEMENTING BODY:
The Economic Justice Mission Group of the NH Conference, United Church of Christ will be responsible for supporting and advising the Conference in the implementation of this resolution and in undertaking the plan of action noted below.

ANTICIPATED COSTS:
Resolution implementation will be led by volunteers who will use electronic and written communications, personal witness and testimony, prayer gatherings, and more for the advocacy called for in this resolution. It is anticipated that possibly several hundred letters to policy makers may be sent in regard to this resolution, at a cost of approximately $540 and that prayer breakfasts or similar gatherings may cost $200. This cost will be covered by the existing Peace and Justice Ministry advocacy budget (2014) and/or the Economic Justice Mission Group budget (2014 or 2015).

PLAN OF ACTION:

The Implementation Plan will include the following:

- communicating with local churches and church members via the Conference’s Weekly News to provide meaningful background information on this subject and to invite congregants to join Mission Group members in faith-filled and prayerful witness as policy makers in Concord and Washington continue to consider an increase in the minimum wage (and reinstitution of the minimum wage in NH);
- disseminating information about this resolution to New Hampshire’s print and electronic media;
- taking advantage of whatever time may be available at NH Conference-UCC meetings and gatherings (Annual Meeting, Prepared to Serve, Ministry Group meetings, etc.) to convey information and to invite dialogue about this resolution;
- drafting communications about the resolution to be sent to legislative leaders and legislative candidates at both the state and federal level and sharing such communications with NH UCC churches via the Weekly News;
- designating one or more Economic Justice Mission Group members to serve as a liaison to New Hampshire’s Minimum Wage Working Group (a non-partisan effort convened by the NH Fiscal Policy Institute).
A RESOLUTION OF CHRISTIAN WITNESS REGARDING THE ISRAELI-PALESTINIAN CONFLICT

Based on the resolution text presented by the United Church of Christ Palestine/Israel Network Steering Committee, modified at the request of the NH Conference Executive Committee to meet guidelines for proposed resolutions.

Presented by the Peace with Justice Advocates of the New Hampshire Conference, United Church of Christ, with the recommendation of the Peace & Justice Ministry of the NH Conference UCC

SUBMITTED on August 11, 2014

CONTACT: Rev. John Buttrick and Rev. Faye Buttrick (buttrickfj1@att.net)

SUMMARY: This resolution includes four major parts: 1) A call to study the 2009 Kairos Palestine document; 2) a call to United Church of Christ entities to divest holdings from companies profiting from the occupation of the Palestinian territories; 3) a call to all entities of the UCC to boycott goods produced by Israeli companies in the occupied Palestinian territories; and 4) a call to request Congress to investigate whether US military aid given to Israel violates US laws.

BACKGROUND STATEMENT: In 1985 the Fifteenth General Synod of the United Church of Christ committed itself to be a Just Peace Church; and at its 2003 Annual Meeting in, the NH Conference committed itself to be a Just Peace Conference.

Historically the UCC has affirmed Israel’s right to exist within secure and internationally recognized boundaries (GS 16 [1987], GS 18 [1991]), and asserted the rights of Palestinians to enjoy sovereignty in an independent, contiguous, and viable state of their own, within secure and recognized boundaries (GS 16 [1987], GS 17 [1989], GS 18 [1991]).
Past General Synods have identified the Israeli Occupation of Palestinian land and its human rights abuses committed therein to be a major source of conflict and have called for the end of the construction and expansion of settlements (GS 18 [1991], GS 21 [1997]).

The UCC is deeply committed to interfaith relationships and General Synods have confessed to the sin of anti-Semitism and proclaimed its renunciation (GS 23 [2001]) and have denounced actions against Islam or Muslims based on ignorance or fear (GS 28 [2011]).

**SCRIPTURAL AND THEOLOGICAL STATEMENT:** The psalmist celebrates, “How good it is when brothers and sisters dwell together in unity” (Psalm 133). Yet today the Middle East is torn by disunity between Semitic brothers and sisters separated by “dividing walls of hostility” (Ephesians 2:14). We hear the call of the prophet Micah, “And what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?” (Micah 6:8). As disciples of Jesus, we hear and seek to heed his call to be peacemakers: responding to violence with non-violence and extending love to all. In the words of our Palestinian Christian partners in Kairos Palestine, “True Christian theology is a theology of love and solidarity with the oppressed, a call to justice and equality among peoples.” (Kairos-Palestine 2009: A Moment of Truth)

Therefore, in the spirit of the ancient prophets and the ministry of Jesus, we offer this resolution:

**RATIONALE:**

WHEREAS the UCC values its relationships with Jewish groups in the US who have differing perspectives on the conflict and with Jewish Israeli peace activists who have sought justice, equality, and freedom for both peoples; and

WHEREAS the UCC recognizes the complexity of the conflict and that it has caused suffering for both Palestinians and Israelis; and

WHEREAS Palestinians in the West Bank have lived since 1967 under Israeli military occupation which subjects them to many human rights abuses, including loss of their land for the purpose of building Israeli settlements; limited access to their land and to each other due to the route of the Separation Wall on Occupied Palestinian Territory; being systematically pushed into small, noncontiguous geographic enclaves separated by barriers and checkpoints; gross
inequality in the amount of water allocated to Palestinians; severe and arbitrary travel restrictions; limited access to holy sites; segregated roads; the demolition of homes; the destruction of Palestinians’ crops by settlers and the Israeli army; arbitrary arrest, including the arrest of children; and

WHEREAS the Israeli government subjects Palestinians in Gaza to military attacks using disproportionately overwhelming force; severe limits on personal entry and the entry of products essential to Gazans’ well-being; a six-mile fishing limit in violation of international law; strict Israeli control of electronic communications, air space, and sea space; and the destruction of Gaza’s infrastructure and economy; and

WHEREAS Israel has annexed Palestinian East Jerusalem, separating it from the West Bank and Gaza, and subjects Palestinians of East Jerusalem to the appropriation of their properties for Jewish settlements, the denial of building permits, and the revocation of residency rights; and

WHEREAS Israel refuses to end its occupation of territory conquered in the 1967 War, leading to numerous illegal actions and human rights abuses there by the Israeli government and military in defiance of United Nations resolutions, and refuses to respect the Fourth Geneva Convention, as called for by the International Court of Justice in its opinion concerning the Separation Wall in the Occupied Palestinian Territory; and

WHEREAS through the Kairos Palestine document of 2009 our Palestinian Christian partners, seeking an alternative to violence born of hopelessness and despair, have called on their global partners to engage in non-violent measures pressuring Israel to end its occupation; and

WHEREAS the resolution “Concerning the Use of Economic Leverage in Promoting Peace in the Middle East,” passed by the General Synod in 2005, called upon “the Covenanted Ministries, Pension Boards, United Church Foundation, local churches and members to use economic leverage, including, but not limited to: advocating the reallocation of US foreign aid so that the militarization of the Middle East is constrained; making positive contributions to groups and partners committed to the non-violent resolution of the conflict; challenging the practices of corporations that gain from the continuation of the conflict; and divesting from those companies that refuse to change their practice of gain from the perpetuation of violence, including the Occupation”; and
WHEREAS despite years of corporate engagement and the submission of shareholder resolutions from United Church Funds and other religious and secular groups, few companies have withdrawn any of their operations that support the Occupation; and

WHEREAS Jewish groups in the US such as Jewish Voice for Peace and American Jews for a Just Peace-Boston as well as Israeli groups such as the Israeli Committee Against House Demolitions and Coalition of Women for Peace support the Boycott, Divestment, and Sanctions (BDS) movement against the Israeli Occupation;

STATEMENT:

THEREFORE BE IT RESOLVED that the 2014 Annual Meeting of the New Hampshire Conference of the United Church of Christ authorizes the Board of Directors of the Conference to submit a resolution to the 30th General Synod of the United Church of Christ which:

CALLS upon the churches and church members to study the Kairos Palestine document and take heed of its call for solidarity with the Palestinian people; and

CALLS upon the United Church of Christ Board, United Church of Christ Pension Boards, United Church Funds, Conferences, local churches, members, and other related United Church of Christ entities to divest any holdings in companies profiting from the occupation of the Palestinian Territories by the state of Israel, including, but not limited to, Caterpillar Inc, Motorola Solutions, Hewlett-Packard Development Company LP, G4S, and Veolia Environment and its subsidiaries; and

CALLS upon all entities of the church to boycott goods produced by Israeli companies in the Occupied Palestinian Territories, including, but not limited to, Ahava skin care products, SodaStream products, and Hadiklaim dates; and upon church members to join boycotts in their local communities; and

CALLS upon the UCC Collegium Officers and church members to request Congress to investigate whether US military aid given to Israel violates US laws, specifically, the US Foreign Assistance Act and the US Arms Export Control Act; and

CALLS upon the United Church of Christ Board to monitor the implementation of this resolution by all national UCC entities and to ensure that those who manage the United Church Board’s own invested funds and provide United Church Board employee health and pension benefits are in compliance with the resolution; and

ASKS the General Minister and President to provide an annual report to the whole church on the implementation of this resolution.
The funding for the implementation of this resolution will be made in accordance with the overall mandates of the affected agencies and the funds available, and the Collegium of Officers, in consultation with appropriate ministries or other entities within the United Church of Christ will determine the implementing body.

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Note: to link to these footnote sites go to UCC Palestine-Israel Network web site: <uccpalestineisraelnetwork.org> Select "Our Resolution" and scroll down to footnotes. Click on selected footnote link addresses.


3. “The Israeli Palestinian Conflict,”


4. “Consequences of the Persian Gulf War for a Just Peace Church,”


http://www.btselem.org/annual_report_2011 and
UN Human Rights Council Session 12, “Human Rights in Palestine and Other Occupied Arab Territories,”
http://www2.ohchr.org/english/bodies/hrcouncil/docs/12session/A-HRC-12-48.pdf


http://www.ifamericansknew.org/stat/un.html

13. Advisory Opinion, International Court of Justice, 9 July 2004, Legal Consequences of the Construction of a Wall in the Occupied Palestinian Territory,

14. “A moment of truth: A word of faith, hope, and love from the heart of Palestinian suffering,” Kairos Palestine, 2009,


17. www.jvp.org

18. www.ajpjboston.org


http://www.uccpalestineisraelnetwork.org/Church_Leaders_Letter_to_Congress.pdf
A PLAN OF ACTION FOR THE RESOLUTION OF CHRISTIAN WITNESS REGARDING THE ISRAELI-PALESTINIAN CONFLICT

Presented by the Peace with Justice Advocates of the New Hampshire Conference, United Church of Christ, with the recommendation of the Peace & Justice Ministry of the NH Conference UCC

SUBMITTED on August 8, 2014

CONTACT: Rev. John Buttrick and Rev. Faye Buttrick (buttrickfj1@att.net)

IMPLEMENTING BODY: The Board of Directors of the NH Conference UCC is asked to submit this resolution to the 30th General Synod of the United Church of Christ in accordance with the UCC’s designated deadlines and guidelines for submitting such resolutions.
ANTICIPATED COSTS: None

DIRECTIONAL STATEMENTS AND GOALS: None