

New Hampshire Conference United Church of Christ

Our Mission Income & Spending Plan for 2016

	<u>2015</u>	<u>2016</u>
Revenue		
Our Church's Wider Mission (Basic Support)	663,516	655,000
Fellowship Dues Revenue	160,000	160,000
Friends of the NHCUCC Annual Appeal	25,000	25,000
Event Donations for OCWM (Shared)	-	7,000
Investment Income on Funds Invested for the Whole Church	71,600	75,000
Investment Income on Funds Invested for the NHCUCC	23,720	24,720
Investment Income from Trusts	91,230	87,930
Administrative Fee Revenue	27,210	27,210
Rental Revenue	49,440	50,900
	<u>1,111,716</u>	<u>1,112,760</u>
Ministry & Mission Expenses		
Our Church's Wider Mission (Basic Support)	298,582	294,750
Investment Income Shared with the National Setting	10,740	11,250
Event Offerings for OCWM (Shared)	-	3,150
Christian Formation Ministry	16,000	17,500
Clergy Support Ministry	2,400	4,600
Local Church Support Ministry	9,500	2,250
Finance Ministry	12,100	7,150
Peace and Justice Ministry	13,250	9,400
Wider Church Relations Ministry	31,578	28,600
General Mission	742,642	747,364
Ministerial Salaries & Benefits	231,988	237,440
Staff Salaries & Benefits	334,694	324,083
Search & Call Ministry with Local Churches	-	1,500
Elected Leadership	1,400	1,000
Bank Transaction Fees	3,500	4,000
Workers Compensation Insurance	3,500	3,500
General Office Supplies	11,150	12,050
Property Expenses - Pembroke Conference Center	69,216	74,131
Telephone & Internet Service	13,300	13,000
Equipment Leasing & Maintenance	12,000	12,300
Conference Communications	2,800	2,750
Postage	3,065	3,100
Professional Fees & Services	30,029	33,510
CM / ACM Travel & Business Expenses	24,000	23,000
CM / ACM Continuing Education	2,000	2,000
CM / ACM Sabbatical Supply	-	-
Loan Payment - Conference Center Roof		14,100 *
	<u>1,136,792</u>	<u>1,140,114</u>
Net Revenue / (Expense)	(25,076)	(27,354)

* Monthly loan payment of \$1,175 for Conference Center roof replacement completed in 2015 - 5 year term

NEW HAMPSHIRE CONFERENCE UNITED CHURCH OF CHRIST PROPOSED MISSION INCOME & SPENDING PLAN - 2016 – ANNOTATED

This 2016 Mission Income & Spending Plan is presented to Annual Meeting by the Board of Directors after careful discernment and review by the Budget Committee, Ministries, and Board of Directors. 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 Relations, as they do their work on behalf of the whole Conference, as well as provide the administrative support for our church here in the Conference setting.

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 Conference Annual Meeting where the \$32,000.00 associated with the 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 Church's Wider Mission Basic Support (OCWM), 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, 136 local churches in covenant with one another, 19,500 members, and you can Count us in! When our world needs compassion, justice and peace for all people, and a church that offers to all, a dwelling place with God and for God, Count us in. Through our ministries, the Gospel of Jesus Christ comes to life with vibrancy and joy, reaching out to all. Count us in.

Mission Expenses for 2016

Count us in, through our six ministries that embody our community we are taking the gifts that have been given to us through our Church's 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.” The Christian Formation Ministry and its Mission Groups 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 include the summer long camping experiences at Horton Center, the educational resources and conversations afforded through our partnership with the New England

Proposed Mission Income & Spending Plan - 2016

Association of Christian Educators, and our newly formed United Campus Ministries Mission Group which touches the lives and deepens the faith of college students in NH. Additional funds in this Ministry cover administrative services such as registration and a consulting fee paid for our collaboration with the Maine Conference for administrative assistance for the Director of Outdoor Ministries who is employed by the Conference and paid through the General Mission budget. The program

<u>Expense</u>	<u>Budget</u>
Christian Education & Faith Formation Events	3,500
NE Association of Christian Educators	500
United Campus Ministries Mission Group	2,500
Horton Center Admin Services - Maine Confer.	11,000
	<u>17,500</u>

part of Horton Center is projected to be balanced for 2016. *(Appendix A: The Outdoor Ministries Operating Budget, for informational purposes only, will be available in the packets at the Annual Meeting).*

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.” This Ministry will add a Pastor/Parish Relations Mission Group to support local Pastor/Parish Committees and is adding a Clergy Spouse Support

Group. They will continue to facilitate a wide variety of clergy support missions including the facilitation of the regional UCC Polity Course, supporting Committees on Church and Ministry (CoCM), Fitness

<u>Expense</u>	<u>Budget</u>
Pastor/Parish Relations Mission Group	500
Clergy Spouse Support Group	200
CoCM Support (training, fitness reviews, consultations)	2,000
New Hampshire School of Ministry	1,500
UCC Polity Course	400
	<u>4,600</u>

Review training, investigation and adjudication, support the New Hampshire School of Ministry, and will sponsor other programs including Clergy Convocation, Interim Ministry Activities, and Clergy Support Groups, all of which are projecting balanced budgets for 2016.

The Local Church Support Ministry is called upon to “create programs which strengthen and enrich congregations in cooperation with the Conference Minister and Association

<u>Expense</u>	<u>Budget</u>
Local Church Support Ministry Initiatives	750
New Thing Task Force - MissionInsite	1,500
	<u>2,250</u>

Committees on Church and Ministry.” This ministry is committed to the strengthening, supporting, and sustaining our 136 local churches around the state, while also

engaging in the mission of renewing churches. 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 with over 350 participants from all over New Hampshire. The “Prepared to Serve” event is projecting a balanced budget for 2016.

The Finance Ministry is the arm of the conference that “develops 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 (OCWM) as a means of covenantal

<u>Expense</u>	<u>Budget</u>
OCWM Promotional Activities & Materials	2,500
Gratitude Group	150
Investment Consultant	4,500
	<u>7,150</u>

faithfulness.” This ministry works towards the enrichment of the Conference and local churches across NH by supporting OCWM promotional activities, creating OCWM promotional materials, and supporting the

investment consulting agreement with the Connecticut Conference where the Connecticut Conference Investment Consultant consults with our Investment Committee.

The Peace and Justice Ministry is called upon to “provide leadership and advocacy to

<u>Expense</u>	<u>Budget</u>
Economic Justice	1,500
Faith Witness Advocacy	600
Spirituality & Earth Stewardship	1,700
Immigration	1,500
Open & Affirming	2,400
Peace & Justice Advocates	1,700
	<u>9,400</u>

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. Priorities in 2016 will be Economic Justice, Faith Witness Advocacy, Spirituality & Earth Stewardship, Immigration, Open & Affirming, and Peace with Justice Advocates.

The Wider Church Relations 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, the UKAMA Partnership, Council of

<u>Expense</u>	<u>Budget</u>
NH Council of Churches	11,000
Ukama Partnership - Zimbabwe	6,000
Council of Conference Ministers	1,100
General Synod Expenses	8,000
New Church Starts	2,000
Disaster Response	500
	<u>28,600</u>

Conference Ministers, and General Synod. This Ministry reaches around the world, and works locally even working toward a new congregation start. The Wider Church Relations 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 (OCWM), with the national setting of the United Church of Christ for ministry and mission in the wider church.

General Mission 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 area of the budget of the Conference, represents 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 greatly enhance the effectiveness of our wider church

<u>Expense</u>	<u>Budget</u>
Conf. Minister/Assoc. Conf. Minister	237,440
Support Staff - Salary & Benefits	324,083
General Administration & Office Expense	185,841
	<u>747,364</u>

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.

Conference Center Roof Replacement Loan Payment is a new expense in the Mission Income & Spending Plan for 2016. The Conference Center Roof had to be replaced before winter at a cost of \$ 65,000. The Board of Directors authorized a five year loan from The United Church of Christ Cornerstone Fund to pay for this capital expense. Payments are \$1,175 per month for a total of \$14,100 in 2016.

Mission Income for 2016

The mission of the NH Conference that is lived out through the life and work of its various ministries and mission groups 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. Our revenue is achieved through the offerings given through Our Church’s Wider Mission Basic Support (OCWM), 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 (OCWM) is the covenantal contribution made by the 136 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 (OCWM) is the primary revenue stream, accounting for nearly 60% of our projected revenue.

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.

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 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 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.

<u>Income</u>	<u>Budget</u>
OCWM Basic Support	655,000
Fellowship Dues	160,000
Friends of the NHCUCC Annual Appeal	25,000
Event Donation for OCWM	7,000
Investment Income	187,650
Administrative Fees	27,210
Rental Income	50,900
	<u>1,112,760</u>

The Conference is a beneficiary of **Investment Income from Trusts** from several trusts: these include the Lane Estate, Hussey Trust, and Chadwick Trust. We also receive **Administrative Fee Revenue** for prudent oversight and the administration of the Consolidated Investment Fund, the Lyford-Merrow Trust, and the Ministerial Relief Fund. In addition the Conference will receive **Rental Revenue** from a cell tower on Pine Mountain.

The total income anticipated in this plan is **\$1,112,760**. This leaves a projected deficit of **\$27,354**, an amount that is similar to last year's amount and which includes the \$14,100 loan payment for the roof. This deficit 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 covenantal 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. Count us in.

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.