

**Vermont Conference  
of the  
United Church of Christ**

**2011-2012  
Annual Yearbook**

of  
Department and Committee Reports  
Statistical and Financial Reports  
Minutes of the 216<sup>th</sup> Annual Meeting



**Conference Office & Resource Center**

36 North Main Street  
Randolph, VT 05060  
Phone: (802) 728-4999  
Toll Free: (800) 286-0248 (In VT only)  
Fax: (802) 728-4072  
E-Mail: [vtconference@vtcucc.org](mailto:vtconference@vtcucc.org)  
Resource Center Email: [resource.center@vtcucc.org](mailto:resource.center@vtcucc.org)  
Website: [www.vtcucc.org](http://www.vtcucc.org)

The Conference Directory of Ministers, Churches, Board & Committee members has been published separately and is available by contacting:

Lynn Thomas, Administrative Assistant  
802-728-4999 or [thomasl@vtcucc.org](mailto:thomasl@vtcucc.org)

This Yearbook is also available on the website

[www.vtcucc.org/yearbook.html](http://www.vtcucc.org/yearbook.html)

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**Vermont Conference, UCC**  
**Annual Reports of Officers, Departments and Committees**  
**2010 - 2011**



**Annual Report of the Conference Minister**

As I write this annual report, winter maintains a tenacious hold on the Vermont landscape. And yet, the sure signs of spring are all around for, as Jesus might say, ‘those with eyes to see, ears to hear and hearts to understand.’ So, my thoughts on the Vermont Conference this year are in the form of a weather report.

***Cloudy with a chance of rain:*** Like our sister mainline churches and an increasing number of evangelical churches, we continue to struggle with decline in both membership and giving. These realities affect our congregations in many subtle and not so subtle ways. In 2010, several of our churches made the move from full- to part-time pastoral leadership. We are aware that more are trying to discern what level of pastoral leadership they can sustain. The most requested services from the conference office are: assistance with finding a new pastor and assistance with issues of stewardship and budgets. In particular, the requests have grown exponentially for Jim Thomas to meet with church leaders, conduct workshops on stewardship and church finance and assist congregations trying to make decisions when dollars received are less than the church’s need.

It is taking our churches longer to find a new pastor and the burden is especially heavy on our part-time churches. Since over 70% of our Vermont churches have part-time pastors and less than 15% of all ordained pastors searching for a church are able or willing to accept a less than full-time call, Pam, Lynn Thomas and I are always scrambling to assist congregations in finding pastoral candidates.

There are other signs that the established ways of doing and being church are passing away. Technology is gradually playing an increasingly important role in the life of our conference. Economics may have forced our hand, but the society we live in also demands these changes. So, our communications about the conference and conference events, joys and concerns for one another and news of happenings in our churches and in the wider church are almost all electronic. Recognizing that asking people to drive from far locations within our conference to attend a two or three hour meeting is not necessarily the best use of time, we are experimenting with using conference calls for some of those meetings and looking toward video conferencing options for both meetings and conference-wide educational events.

The questions of this “cloudy” time include: what is the purpose and core mission of the conference now and into the future? How does the conference need to change/adapt to support

the changing needs of our congregations? What is compelling and life-giving in our mutual ministry? Where is God alive and moving and how do we join God in those places?

***Warming trend with Spring-like temperatures expected:*** There are signs of health, vitality, creativity and faithfulness all around us, within our congregations and within our conference. Here are a few snapshots:

- Our congregations continue to be engaged in **mission that matters**. A growing percentage of our churches are involved in mission trips either within the U.S. or abroad. At a recent meeting of the Addison Association, I heard moving stories of lives changed by mission trips – both of the people receiving assistance and from those who have gone on these trips. More congregations than ever before are hosting Summer Lunch programs, food shelves and community meals where literally thousands of our hungry Vermont neighbors are being fed. In 2010 nearly all giving to UCC special offerings increased and our contributions to One Great Hour of Sharing nearly doubled.
- **New models of ministry** are being tried. One of our pastors is holding weekly “theology on tap” meetings at a local brew pub that is attracting community members who are under the age of 40 and who are not being reached by traditional church. Others are trying worship services on different days of the week. Several congregations are experimenting with new structures that they hope will help them focus more effectively on their mission.
- Your conference is **expanding leadership options for our congregations**. We are working in partnership with Andover Newton Theological School and Bangor Theological Seminary to develop an option for seminary students to serve as student pastors in some of our smaller congregations. Since many seminarians take four to seven years to complete their education, this gives our churches the possibility of stable pastoral leadership while also providing opportunities for students to learn about ministry in the small church. In addition, a steering committee is being formed to evaluate our VAST program and recommend ways to both keep its focus on lay theological enrichment while expanding the program as a defined path of preparation for licensed ministers. We are also continuing to find that our congregations attract some superb first-time pastors whose energy and faithfulness enrich not only their individual congregations but the entire conference.
- The **dedication of your conference staff** is an amazing blessing. Each person on the staff gives more than any of us know. **Jim** Thomas has responded to calls for stewardship related assistance far beyond expectations and with consistently outstanding reports of his effectiveness. **Pam** Lucas keeps more plates spinning than can be managed while responding to the search and call needs of our churches, VAST, Christian Education, Department of Church and Ministry to name just a few. **Sybil** McShane has done wonders not only with our Resource Center but with the whole variety of our electronic communications. **Lynn** Thomas does it all – answers your questions, provides support for staff and conference boards, serves as our Placement

Secretary and maintains our records. All of your staff do their ministries incredibly well and with grace and good humor even on the most trying of days.

- Another positive sign I see on the horizon is **smaller congregations searching together for a pastor**. The organizational issues may take different forms from cooperative ministry to forming multi-church parishes or even consolidation. The goal is for our congregations to be able to have the things no longer possible alone – youth and adult education, a youth program, confirmation, wider mission opportunities among others.

As your conference minister, my job is to **hold the “big picture”** not only for our conference, but as our conference relates to our denomination and our partners in faith around the world. Along with your Board of Directors, I am constantly and prayerfully seeking to see and articulate how the pieces of our ministries fit together to form a whole, reminding us of those larger realities, calling us to be mindful both of what has or is passing away and of our need to step out in courage and faith into God’s new day.

In these changing times, **the national setting of our church is also changing**. As a denomination and even in cooperation with other denominations we are exploring new ways to train pastoral leaders through multiple paths to authorized ministries. The governance structure of our denomination may change as early as this summer’s General Synod to move from four separately incorporated boards to one central board for all aspects of the life and ministry of our denomination. New ways of: identifying leadership skill sets of a new day, conducting search and call to address the varying needs of our congregations, and looking toward more effective ways of structuring conference and association life are some of the things being explored.

These are just a sampling of the ways I believe the Spirit is alive and well in our midst. Like the picture at the beginning of this report, the landscape of the church can appear frozen and lifeless. Yet, just under the surface the Waters of Life are flowing free, fast and fully alive. May the One who calls and claims us grant us the gifts of seeing, hearing and of understanding.

In peace,  
Lynn  
Rev. Lynn Bujnak  
Conference Minister

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### **Annual Report of the Associate Conference Minister**

How do we learn to think outside the box called “the Church”? A box in which many of us are quite comfortable with the old traditions, the old hymns, the old order of worship, the old architecture and the old ways that order our governance and our life together.

Except – the old architecture, the old traditions, the old hymns and the old ways to be “the Church” are showing signs of wear and tear. Financial challenges, maintaining facilities and finding ways to rescue the steeple or become handicapped accessible are increasingly difficult. Financial challenges mean that many churches are turning to part time, bivocational and licensed ministers,

We know that the culture around us is changing – but what about “the Church”? We know that the people around us need Good News. We know that people are searching for something deep and rich to stake their lives on. Is the box called “the Church” where they will feel comfortable?

By changing just one letter “change” becomes “chance”! How are our Vermont Conference Churches meeting the challenges and finding new chances?

Almost every Sunday I am worshipping or preaching in our churches and find the incredible diversity is amazing. Whether large or small, most of our churches enjoy a congregation that wants to be present, worshipping, praying, and being with one another. Many of our churches are returning to the most basic of questions.

Why are we here?

To whom do we belong?

What are we supposed to be doing?

They are not easy conversations because it means we have to confess that we aren’t and can’t be what we used to be. But God knows that we aren’t what we’re going to be either.

YES - We do have “A Faith Worth Living”. And YES - It means looking up – not down. It also means looking out at the world around us. Celebrating what we have rather than mourning what is no more. Building on existing strengths rather than complaining about our lacks. Churches are stepping up to the conversation seeking new ways to both understand and live out our ministry and mission in our time and in our communities. It means recovering and rediscovering our particular gifts so we might effectively work together as the body of Christ.

Through this past year I have observed our churches doing just that. Re-claiming and re-articulating a mission and a vision. Re-configuring governance so that people aren’t burned out by wearing too many hats with nothing left over for ministry and mission. Asking questions like:

What do we want our children to grow up and know about Jesus, God and the Bible?

What kind of Christian do our churches want to send out into the community?

What do they need from the church to become that kind of person?

What is the world looking for from us?

How might we answer their needs?

I continue to be in awe of our local church search committees. In the past year we have worked with 31 churches who are some place in the Search and Call process. Prayerful and committed, these search committees are helping their church have these conversations. Sometimes painful information about financial resources means changing expectations around pastoral time and availability. Sometimes painful memories or hidden conflict arise which means stepping back

and paying attention to their history. Always I am amazed when this faithful, prayerful work brings gifted pastors to our Conference.

What is the future for student ministry in our Conference? What is the future of Licensed Ministry? A Partnership with Andover Newton Theological School may offer opportunity to introduce small church ministry to seminarians and strengthen the foundational preparation for Licensed Ministry.

What is the future of VAST? A program that has widened the faith horizons, biblical knowledge, and theological articulation for our laity for so many years.

What about continuing education for our clergy? Can ANTS, long distance learning, teleconferencing, or things that haven't even been developed yet provide answers that will work in this time of gas prices, so little time, electronic marvels and possibilities?

Through this past year I have met with pastors and search committees, Diaconates and Pastoral Relations Committees, Church Councils and Congregations, I've led workshops and retreats, attended ordinations and installations, clergy gatherings and Conference and Association meetings and gatherings.

I'm ready to think outside that box with you.

Pam  
Rev. Pamela Lucas  
Associate Conference Minister

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## **Communications and Resource Coordinator Report**

### **Resource Center Activities**

During 2010, the Resource Center collection became searchable online (by author, title, subject and keyword) via the Resource Center webpage: [http://www.vtcucc.org/Resource\\_Center.html](http://www.vtcucc.org/Resource_Center.html)

More than 100 items were added to the collection by purchase or donation.

349 items were borrowed from the collection in 2010 about 6% more than 2009. 207 individuals are registered to borrow from the Resource Center.

### **Communications Activities**

The Conference published the following e-mail newsletters during 2010:

*E-KIT (Electronically Keeping in Touch)* newsletter – published weekly.

*E-Event* – Events from the Conference Calendar including conference, local church, ecumenical, regional, and national events of interest. Published bi-weekly on the 1<sup>st</sup> and 3<sup>rd</sup> Thursday of each month.

*E-Link* – a quarterly Christian Education Department Newsletter.

*Faithful Stewards* – a monthly Stewardship Department Newsletter authored by Jim Thomas, the Conference’s Business Manager/ Stewardship Associate. It is published on the 15<sup>th</sup> of every month.

*DoM Newsletter* – an occasional newsletter of the Department of Mission.

In addition, a print publication – *Vermont Conference News* – a 4-page bulletin insert is being published on a quarterly basis. The insert contains two local church articles, as well one conference and one national article.

A newsletter archive is available online at: <http://www.vtcucc.org/news.html>.

Sybil Brigham McShane  
Communications/Resource Center Coordinator

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### **Treasurer’s Report**

Some random thoughts from your Treasurer:

When I read the duties of the Treasurer of the Vermont Conference I get the shakes. “The Treasurer shall monitor the receipt, accounting for, and disbursal of all current funds of the Conference, including income of endowments and trusts, pursuant to such regulations and directive as may be made by the Board of Directors and such other departments, boards, and committees the Conference may have charged with the care of special funds...” That sounds suspiciously like a full-time job and will scare the volunteerism right out of you.

The Vermont Conference office people are very good at their work and that makes my responsibilities much easier. On about a six- to eight-week cycle I review the financial books. The Business Manager, Jim Thomas, provides the materials I request. During each review I will choose a few deposits and drill into the source of the funds, the timeliness of deposits, and the accounting thereof. I review the income logs and assure that two sets of eyes have monitored their receipt.

We will then examine expenditures and choose several for further documentation. The invoices for payments will be reviewed, we will determine that two people have agreed to the bills and payment, and then track those payments through the accounting books, the check book, and verify canceled checks.

I have found through these lay audits the funds are handled in a business-like manner and recordkeeping is clean and understandable. In each instance I have received data and explanation to my questions in a thorough and complete fashion.

The bylaws of the Vermont Conference go on to say “The Treasurer shall be a member of the Investment and Finance Committees and an ex officio member of the Department of Stewardship and Financial Development Council and all other committees of the Department of Stewardship...” The Investment Committee meets quarterly with the money managers who handle our investments. The Finance Committee meets frequently during January through March to prepare the annual budget. The reports for these Committees appear elsewhere in this booklet. These Committees serve diligently and well for your benefit and that of the Vermont Conference.

During the past several years of watching the finances of the Vermont Conference I have been impressed with the cost containment steps taken during difficult times. When craziness in the financial world hurt our invested funds, great efforts were taken to reduce expenditures. We are now at a time when cost-cutting has reached its end. We have instituted a new income line called Friends of the Conference and the idea is catching hold that such donations are crucial to the health of the Vermont Conference. We have adopted the rule that if we overdraw from our invested funds then we will have to pay those overdrafts back to the funds within ten years—such courage from this body.

So we have come to a hard spot in the road. We are not supporting this Vermont Conference. Last year fourteen churches sent 0 for per capita payments. Last year forty two churches sent 0 for their offerings to Our Church’s Wider Mission (OCWM). Last year forty churches sent less money for OCWM than the year before and thirty five churches reduced their per capita payments. How can we sustain? Our givings were down substantially in the last two years—18%.

Each year we adopt a resolution to give 10% of our operating expenses to support the Vermont Conference. We are even so bold as to suggest 1% annual increases in our churches giving. Then we do no such thing. **Please ask your church to budget not simply to match last year’s contribution, but to reach our resolve.**

So, shall we commit to a tithe? Do we believe in our deepest being that providing 10% is right? What could we do as a conference if Per Capita and Our Church’s Wider Mission were fully funded as we profess? It would be amazing to see broadened education programs and training offered to churches by dedicated staff, to make Covenant Hills known to thousands of youngsters, to reach out to neighbors in need, to provide lunches to children in every UCC church every summer, etc.

But make no mistake the tithe and its number are limiting and easily forgotten. Consider:

Romans 12:6-8

*Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who*

*teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.*

Where do you stand in supporting the Vermont Conference? Where does your church stand in supporting the Vermont Conference? Where do we all stand as we benefit from the work of the Vermont Conference?

Just some random thoughts from your Treasurer.

David K. Damkot

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**Board of Directors Report**  
**Debbie Ingram, Chair**  
**Written by David Durfee, Scribe**

The year began with the first formal training session for Board members in more than a decade. Aided by UCC General Counsel Don Clark, the Board spent a Saturday retreat at Halellujah Farm in New Hampshire considering the purpose and proper functions of a Board and the responsibilities of the members as a whole and as individuals. With the help of this session, the Board was able to spend more of its time throughout the year on areas most appropriate for the entity that is responsible for governance of the Conference between Annual and Special Meetings. The Board was pleased to observe and support increasing effectiveness of Department leadership which also enabled this focus.

The Board continued its quest for clarification of the vision and mission of the body during this time of changes in how we can be church. Many of these are changes taking place in churches, associations or other bodies within our Conference. Others are new ideas being considered by the National Setting as it faces a changing society. The Board is grateful to Lynn Bujnak who faithfully keeps it up to date and explains what National is thinking about so clearly. At times, during this quest for vision, it has seemed hard to keep pace with change, let alone anticipate it.

Not counting the short organizing meeting at the end of the 2010 Annual Meeting and the retreat, the Board held eight meetings during the year. It met its Constitutional responsibility to arrange for a performance evaluation of the Conference Minister and was pleased that the results were very positive overall. It made new efforts to improve communication with local churches, including a plan to have individual Board members visit and share in worship with them. It has practiced a spiritual discipline at a number of meetings, which it hopes to share throughout the Conference. With the clear presentations of Jim Thomas, it has kept care watch on financial developments.

Though the Board now deals with fewer crises and practical and administrative matters than in past years, there are still enough of those demanding attention to insure that the meetings take up the full five hours allotted – or more. In many of these matters, the Board is helpful, though inevitably there are times when not everyone is happy with the Board's decision or action.

Everyone can be assured, however, that the members of the Board take their responsibilities seriously and make decisions only after careful and prayerful deliberation.

The Board is grateful for the gifts, talents, and hard work of the staff -- Pam Lucas, Jim Thomas, Lynn Thomas, and Sybil McShane, as well as Lynn Bujnak -- as they work with us and keep us and the whole Conference on the right track.

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### **Department Of Church And Ministry Council**

The Department of Church and Ministry Council continued in its work on behalf of the Associations, local churches and ministers of the Vermont Conference. The Council is made up of representatives from the eight Associations of the Vermont Conference and the Committees of the Department\*. The Council met bi-monthly throughout the year and received regular reports and updates about the life and activities of our Associations and the work of our committees.

In our continuing efforts to provide useful resources and engage in meaningful dialogue with the leadership of our Associations, and in recognition of the fact that neither the Conference Department nor Associations had committees focusing on issues of local church standing and standards, we held two gatherings confronting that need. The first was in September 2010. It focused on what it means to be a church shaped by covenant and what are the marks of a faithful and effective church on both the local and Association level. The specific tasks of an Association for maintaining an ongoing covenant of mutual nurture and accountability with its local churches were highlighted and discussed. We talked about matters of church standing and standards utilizing the *United Church of Christ Manual on Church*, and began a discussion concerning which if any of the responsibilities for church standing and standards the Associations might wish to ask the Vermont Conference to do on their behalf. Following up on this meeting we gathered Association Moderators and interested leaders in January 2011 for a more in depth conversation covering the specifics involved in the covenantal responsibilities for church standing and standards. This gathering used *A Statement of Principles Governing the Standing of Churches in the Associations of the Vermont Conference* (with revisions accepted in principle by the Board of Directors January 2011), looked at the specific tasks involved and the possible wording in bylaws that is needed to reflect these responsibilities at both the Association and Conference level. The participants were asked to take this information back to their Associations for discussion with the desire that they bring their decisions to a vote by their spring Association meetings 2012.

We also set up an April 30, 2011 gathering for Association leaders to focus on what it means to be an Association. Rev. Dan Wright agreed to provide our keynote address on the history/role/purpose of an Association in our congregational history. The schedule then included opportunities to explore together the nuts and bolts of how our Associations are working today based on historical experience, present realities and transformation going on in how we do church. Opportunity for participants to share what is working well in their Associations with one another, their concerns and resources were also included.

Our efforts to revitalize several committees of the department that had become virtually inactive (Ministerial Compensation Committee, Continuing Education Committee and Church Standing) have progressed. We look forward to continuing our efforts to promote and nurture the covenantal ties between our churches, Associations, ministers and Conference, oversee the pastoral care of churches and ministers (ordained and lay), and uphold and foster standards of excellence in all levels and all kinds of ministry within the Conference. We are grateful for the Council members who have met regularly and given their time to the work of the Department. We are also grateful for the wise guidance, assistance and inspired worship liturgies of Rev. Pam Lucas, as we have endeavored to become a faithful and functioning Department of the Conference.

\*Ministerial Standing and Standards Committee, Church Growth Committee. Clergy Convocation Committee, Continuing Education Committee, Ministerial Compensation Committee, Healing Committee

Rev. Dereen Vanderlinde-Abernathy, Chair

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### **Ministerial Standing and standards Committee Report 2010**

Ministerial Standing and Standards Committee (MSSC) oversees ministerial authorization for ordained, licensed, and commissioned ministers on behalf of five of the eight Associations in the Vermont conference.

This is a 12 member committee that meets monthly and is comprised of three subcommittees: Members in Discernment, Members in Transition and Licensed Ministries. Each subcommittee attends to the specific oversight for their members and then reports back to the larger committee which is MSSC.

In 2009 and 2010 we have been making a significant shift in our work with candidates for authorized ministry from the traditional “In Care” model to “Members in Discernment”. We have been informed in our work by the suggested guidelines from Implementing the Pronouncement: “Ministry Issues; Forming and Preparing Pastoral Leaders for God’s Church”. These guidelines were voted by the General Synod of the UCC in 2007 and it has taken us some time to adapt them for the needs of the Vermont Conference. The key concept is **Discernment**, both for the candidates and for MSSC. This process involves discerning if one is called and equipped for authorized ministry and if so, what form of ministry. This work is done on behalf of the entire United Church of Christ. Another aspect of our work this year was to develop a general framework for Multiple Paths to ordination. Again we are working with the Ministry Issues Pronouncement and will be in conversation with a small group of potential candidates in the near future.

The Licensing Subcommittee reviews and authorizes Licensed Ministers to serve in local parishes around the state. This subcommittee tries to meet with Pastors annually when possible. Some of our Licensed Pastors are modern day tent makers and so our contact is not always face to face. Given the long distances Pastors have to travel in this state we have been trying to make more use of technology. The Transitions team reaches out to Pastors who are transitioning into

or are leaving the conference or in need of four-way covenants. MSSC also conducts Informational Reviews, reviews and approves all Transfers of clergy in and out of the Vermont Conference, offers Boundary Awareness training, and Fitness Reviews when needed.

MSSC participates in regional gatherings of the Council for Theological Education in New England, which shares the common concerns of the two seminaries (Andover Newton and Bangor) and the six New England conferences around ministry issues.

This year we have 6 Members in Discernment and 7 seeking to be in Discernment or exploring Multiple Paths to ordination. Each member has a Liaison and Advisor assigned to them by MSSC. The members of the committee are both lay persons and clergy and are in consultation with our Conference staff. This committee has a big agenda every month and it is attended to prayerfully by the faithfulness and good cheer of our members. Prayer is an essential component of our work and we appreciate yours on our behalf.

Rev. Nancy S. McHugh, Chair

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### **2011 Annual Report Department of Mission**

From the Bylaws of the VTUCC

*The Department of Mission shall determine and appropriately implement specific actions – whether encouragement, education, assistance, advocacy, intervention, or other – arising out of a creative tension between, on the one hand, the hopes and needs of the world and, on the other hand, the capacities, talents, and passions of the churches and others to act. Such actions shall be ecumenical wherever possible and interfaith where appropriate.*

Wonderful things have been happening in the Department of Mission, thanks to the continuing dedication of its members and the congregations and individuals in the conference who are actively engaged in mission in many areas. Committee reports follow to describe some of what has been accomplished and planned.

The main news for the Department as a whole this year is the reorganization that we have undertaken in response to conference guidelines, and new initiatives planned in response to the needs around us.

We have added two new committees on Diversity and the Environment. 2010 marked the end of the 10 year mandate for the URTF. But the end of this mandate did not end the commitment of the VT Conference to the work we still have to do to end racism. With the formation of the Diversity Committee the Conference is not only committing itself in a more permanent way to the work of eradicating racism, but it is also allying itself with those who want to end all kinds of bigotry and discrimination. We give thanks to all of those who served on this task force, paving the way for the continuing work of affirming diversity that this Conference holds so dear.

The Environmental Ministry Committee was created to equip the churches and guide the conference in addressing our pressing environmental concerns. Under the leadership of Rev. Adrienne Carr, the committee is still organizing and defining itself, but has been active as an ad hoc group this year.

One of the big tasks of the Department and the Committees has been to begin to bring ourselves into compliance with conference guidelines around membership, term limits, and focus. We were asked to do two things differently. First, to establish term limits for the Mission Department and committees members. Recognizing that to renew ourselves and energize our work, we need to continually involve new people, we have moved toward the conference guidelines of three year terms with a possibility of one renewal, for a total of six possible years on any one position. This is a new but necessary step, as some of our committees have grown smaller and smaller, with no new members to replace long-term members as they depart.

We were also asked to focus on how we can be most helpful to our churches; and to identify the ways in which our local churches are engaged in mission. From the Board of Directors of the conference, ...*The idea is to focus the energy and expertise of our organizational structure (departments, committees and the Board) on encouraging local congregations' involvement, collaboration and sharing of what has excited and energized our local churches and to continue to find ways to connect local churches to the Association, conference and national settings of the UCC.*

The representatives to the Dom from the Associations have been asked to identify a mission contact in each congregation through whom we can be in touch. They have met with varying success in these efforts, and we encourage churches to let us know how best to reach you. We are looking at ways to increase our concrete help to congregations and to support, energize, equip and share in their efforts to do Christ's' work in the world.

The year has not been without its bumps along the way. The formation of the Diversity Committee and the transition from the URTF was confused and hurtful for some. I take responsibility and regret it. I do think our witness in this area will be strengthened, but as a new chair from outside the Department, I still have a lot to learn. It's a bit like trying to jump onto a speeding train. I bring organizational skills that I feel will be helpful. But the main work of the department is done by the committees and dedicated volunteers. Our task is harder for the loss of many long-term members in the last year and a half, who have served the church and the Mission Department for many years with dedication, deep passion, and great grace. We have said goodbye, or will say goodbye, to Skip Dickinson, David Brown, John LaRue, Helen Jean Reindel, Betty Edson, Anita Bellin, Betty Keller, and Eric Webster. Their names are an honor roll of service and we thank them for all they have done so faithfully. These dedicated volunteers have helped to shape the department and our witness in the world. They are sorely missed. The only fitting tribute is for others to take up the task so admirably carried by these dedicated servants of God. I thank them for their service. I am deeply grateful for the Department members and all they do. I thank Jim Thomas for his work on our behalf in keeping our finances clear and especially for research he did to help us as we began to consider how to build on our relationship with Dillard University. I especially want to thank Lynn Bujnak for her unfailing support, wisdom and guidance.

I encourage all of you to prayerfully consider what God may be calling you to, and to faithfully discern what you are meant to do in our mutual mission to be the church.

Faithfully,  
Susanna Griefen, Chair

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## **Reports of the Committees of the DOM**

### **Just Peace Advocates**

Let there be peace on earth, and let it begin with *us—and our churches*

The Just Peace Advocates is the arm of the Department of Mission that concerns itself with following the nonviolent way of Jesus in matters of peace with justice. We assist the Conference in being a witness for justice and peace. We are also a resource to local churches in their efforts to increase peace and justice in the world. Recognizing that we all have to model the peace we want to see in the world, JPA has created a Culture of Peace program, which was recently presented at the Washington Association spring meeting. It focuses on increasing peace in ourselves, our churches and our communities, and includes worship based on a Peace and Civility Pledge adapted from Sojourners and the Charter for Compassion. We'd be happy to share this program with other associations and local churches! JPA has worked on the Legislative Day and Legislative Dinner for the Vermont Low Income Advocacy Council and nominated the 39-year-old Council for the UCC's Justice Award to be presented at General Synod. We penned the Just Peace Conference resolution to be voted on at Annual Meeting, which urges the Conference and churches to affirm the commitment to Just Peace and engage in reflections and actions that advance peace with justice. JPA has full responsibility for the annual Peacemakers' Breakfasts at Annual Meeting. We endeavor to support individuals and churches in their efforts to increase peace with justice locally and globally. Please let us know what peacemaking you are doing and what you would like to do!

Just Peace Advocates and terms  
David Brown, Charlotte, 2013  
Betty Edson, Randolph, 2013  
Sam Guarnaccia, Charlotte, 2013  
John LaRue, Richmond, 2013  
Theresa Lever, Montpelier, 2013  
Andy Schoerke, East Arlington, 2013

### **Global Ministries Committee**

Committee Mission and Goal Statement (under consideration by the members of the committee)

Guided by the love of God and by the life and teachings of Jesus Christ, we seek to:

1. Help the Vermont Conference UCC, the associations, and local churches to stay in vital touch with the mission efforts of the Wider Church Ministries of the UCC.
- 2) Help churches to network together regarding their particular mission projects to enhance the effectiveness of all.
- 3) Respond to the needs and interests for mission projects and activities of the associations and local churches, as we are able.

1. For some time we have considered whether and how to select a Vermont Conference mission focus for those churches which choose to work on some facet of mission together with other Vermont churches. A conference-wide focal approach could be one of the following: a) to develop a program of church- to -church partnerships, as Vermont once had in the past , such as that in New Hampshire where a number of UCC churches partner with churches in Zimbabwe); b) to work on various projects in a given country (women’s work, orphanages, schools, medical clinics, etc. in one country); c) to work on a given type of project in various countries (orphanages in several countries) and so on. We hope for this 2011 Annual Meeting of the conference to provide information about these choices and to assess delegate responses regarding a helpful and desirable direction.

2. In 2009, our resolution calling for Muslim-Christian study, dialogue and friendship building, “A Common Word Between Us and You”, was passed by the Vermont Conference Annual Meeting. Several churches have proceeded productively with this work. We hope to assist other churches to work on this critical need for understanding and respect toward our Muslim neighbors. Please contact Bob and Dee Keller for suggestions regarding speakers, (they are prepared to speak in your church), and materials that are available from the Conference Resource Center. (Dee has lived for 24 years with Muslim neighbors and colleagues in Turkey, 12 of those years with Bob in educational missionary service.) rsdbkeller@yahoo.com.

3. The resolution to affirm the “Charter for Compassion” was adopted by the Conference Annual Meeting in 2010. This Charter, initiated by Karen Armstrong and developed by many individuals and leaders from all over the world, calls us as individuals, congregations, communities, organizations, and political entities to learn and use skills and actions of respect, compassion, and empathy towards those with whom we differ, even toward our enemies. A study outline for churches is being developed to be sent to pastors, religious education directors and relevant church leaders suggesting books, videos, and discussion topics on compassion, story sharing and other approaches. Group study of Karen Armstrong’s book, “Twelve Steps to a Compassionate Life” is one useful approach. Other possibilities include church efforts to design projects that carry out compassionate behaviors related to conflict situations.

4. For some time we have tried to develop a list of the mission projects undertaken by all the UCC churches in Vermont. Please help us complete such a list by bringing to annual meeting a list of the mission projects (national and international) of your church.

5. Get ready to be a part of: 11.1.11 to 11.11.11 MISSION 1, ONE UNITED CHURCH on a shared mission for 11 powerful days to feed the hungry and confront food-related injustice, this November. [www.ucc.org/mission1](http://www.ucc.org/mission1)

We welcome your suggestions to help our work be fully relevant to your needs and interests.

Dee and Bob Keller, Co-chairs, Global Ministries Committee,

Global Ministries Members and Terms

Dr. Dorothy B. Keller (Dee) and Dr. Robert S. Keller (Bob), Co-chairs

Rev. Adrienne Carr,

Rev. Jordan Dickinson (Skip),

Theresa Lever,

Rev. Joan O’Gorman

### **Prison Justice Committee**

1. FORMALIZATION OF OUR COMMITTEE: One of our accomplishments this year was setting ourselves up as a committee, as opposed to a task force. At Annual Meeting, 2011, Betty Edson and Alan Perkins will complete their terms. Betty will not continue to serve and is being replaced by Alan Hood of Sharon. Alice McDonald and Will Hunter will serve two more years, and Jeanne Zammataro and Lynda Hadley, three. We have moved to a format of having every other meeting by conference call, and one pleasant side-result was that Sala Nolan Gonzales, the UCC Minister for Criminal Justice and Human Rights, was able to join us for a meeting.

2. BLUE SPRUCE: This is not a project of the Vermont Conference, but two members of our committee (Jeanne and Will) are on the Board of the non-profit which is implementing it. The Blue Spruce is a former ski inn in Mount Holly, which was given to the New England Synod of the Evangelical Lutheran Synod of America, and has been renovated by the afore-mentioned non-profit, for use as a residence for inmates who have served their terms and are returning to society. Will has brought the renovation about pretty much single-handedly and deserves much credit; it is now a very attractive facility. Despite the interest and support of the Department of Corrections, there have been many ups and downs, as to what inmate population Blue Spruce would serve and what rehabilitation program would be in place. The plan is for there to be 24/7 supervision, a rehabilitation program, and opportunities for residents to learn trades. The hope is still that the facility will open this fall. A work project at Blue Spruce is being offered to people attending Annual Meeting, the morning before the meeting begins, and people are asked to bring books to Annual Meeting for the library Will is developing at the facility.

3. LAST YEAR'S RESOLUTION: The resolution passed at last year's Annual Meeting, urging reassessment of our policy, as a state, regarding the relationship between drug use and incarceration, was sent to our Congressional Delegation and to then Governor Douglas and Lieutenant Governor Dubie.

4. CAMP AGAPE: The committee continues to try to support Camp Agape, the inter-denominational camp, held at Covenant Hills, for children who have an incarcerated parent. Thanks to the generosity of churches throughout the Vermont Conference, the UCC supplies the towels, beach towels and flash-lights that are put in the backpacks (filled with items needed at

camp), which each child receives. Last year, Will Hunter volunteered one of the weeks, Leslie DesRosiers is very involved and volunteers there and several Vermont Churches made financial gifts to the camp. We hope to increase both volunteer and financial support of this excellent ministry.

5. CONTACT NETWORK: Lynda Hadley has been working on developing an e-mail network, and hopes eventually to have a contact in each Church in the conference. She presently has 21 UCC church contacts and 3 UU contacts, and hopes more churches will sign up at Annual Meeting. We have used the network for such things as soliciting the items for Camp Agape and soliciting books for the Blue Spruce library.

6. WEBSITE: We appreciate Sybil McShane's work in setting us up with a presence on the Conference website, which has, as well, a link to the denominational Prison Justice website.

7. MAINLINE WORSHIP IN VERMONT CORRECTIONAL FACILITIES: It is our hope that there will eventually be mainline worship in all of our facilities. Northeast Association has pledged to pursue this. The only functioning program, at the moment, is at the Springfield facility. Jeanne has worked on this very faithfully, and she and Will both conduct worship services there, in a rotation that includes other faith communities, as well.

8. CITIZENS' ADVISORY COMMITTEE TO THE CORRECTIONS COMMISSIONER: Will serves on this board, and this is an important liaison, as Will can and does bring to the attention of the Commissioner issues he and Jeanne encounter in their work in Springfield.

9. JUSTICE E-NEWSLETTER: We continue to contribute articles to this newsletter.

10. ANNUAL MEETING: In addition to the work project at Blue Spruce, Prison Justice will have speakers at the Peace Breakfast and a display table.

When we look back over the six years we have been in existence, we are aware that we have made progress, but there is such a long way to go! We appreciate any support you and your churches have offered or may be able to offer.

Respectfully submitted,

Betty Edson, Chair.

Members

Jeanne Zammataro and Lynda Hadley, 2013

Will Hunter and Alice McDonald, 2012

Betty Edson and Alan Perkins, 2011

### **Diversity Committee**

The Diversity Committee of the Department of Mission is a new undertaking of the Vermont Conference. The Committee is still in the formational stages. We are finalizing our membership and making sure that advocates for all areas of cultural and social diversity are represented.

As a committee we will be examining the ways in which we can respond to, and proclaim the goodness of, the diversity of God's children. This includes concerns related to differences of race, ethnicity, religion, ability, socioeconomic status, sexual orientation, gender identity and more.

Our aim is to not just encourage the commitment to affirming diversity in the churches of our Conference, but to also equip UCC members across the state so that they may advocate for inclusivity and mutual understanding in their daily lives. As advocates for diversity in the Conference, we also hope to continue to encourage our commitment to true diversity, and to facilitate ongoing discussions on how we can affirm all of the goodness of God's diverse creation.

Some concerns that the committee may take up over the next year include responding to bullying, exploring ways to increase our commitment to racial diversity, and confronting ableism in the church. We ask for your prayers as we undertake this new endeavor. If you have any questions, please feel free to contact me at [revheath@me.com](mailto:revheath@me.com).

In Christ,  
Emily C. Heath

### **The Summer Lunch Grant Committee Annual Report**

The Summer Lunch Grant committee consists of Grace Cleary, Chair, and Mary Lou DeCosta. Fifteen churches received grants in 2010 totaling \$3600. An article about hunger in Vermont, ways to help feed kids in the summer, and directions on how to apply for at Vermont Conference Grant was published in e-Kit six times between March 31st and May 12th. The grants were determined in consultation with The Vermont Campaign to End Childhood Hunger (now called **Hunger Free Vermont**) and distributed May 15th. Grace spoke at the Annual Meeting at the Peacemaker's Breakfast, again stressing the need to feed hungry kids in the summer and ways our churches could help. An article in the Fall DOM Newsletter summarized the involvement of 6 churches in their own unique ways of helping feed kids in the summer.

Grace Cleary, Chair 2012  
Mary Lou DeCosta. 2012

## VLIAC

### THE CHANGING FACE OF POVERTY

"Migrant Mother," a photograph taken by Dorothea Lange in 1936, was the face of poverty during the Great Depression. It depicts a mother with three small children in distressing circumstances and evokes compassion and an impulse to help.



75 years later, there is no "Migrant Mother" to represent the face of poverty. The poor are among us (about 10% of Vermonters receive benefits), but often, we do not know them. We do not recognize them in college graduates "overqualified" for available work, or veterans out-of-work long after returning from active duty. We do not see them in single mothers or families with young children and no place to go except a homeless shelter. Low income Vermonters may be next door: the elderly couple trying to make Social Security cover necessities, or the young man with disabilities living with his mother (she worries over what will happen to him after she is gone).

For 39 years, the Vermont Low Income Advocacy Council (VLIAC) has been a presence at the State Legislature on behalf of these and other low income Vermonters. Each year, the VLIAC Board takes testimony and selects priorities in such areas as Proven Strategies for Self-Sufficiency, Weatherization and Emergency Fuel Needs, Affordable Housing, Well-Being and Nutrition, Mental Health and Disabilities, and economic services such as 3SquaresVT, Reach-Up, Homelessness Prevention and Rapid Rehousing. Karen Lafayette, VLIAC's advocate, encourages House and Senate members to consider VLIAC's positions when voting on bills and budgets affecting people in all parts of the state. VLIAC's interests are also advanced at annual Legislative Days and Dinners, co-sponsored with Just Peace Advocates of the Department of Mission of the Vermont Conference. (Meals were prepared this year by members of Bethany Church Montpelier.) The 2011 Legislative Dinner honored the memory of long time VLIAC President, Edna Fairbanks-Williams, who worked tirelessly on behalf of all Vermont's poor.

Through the Department of Mission, the Conference contributes to Vermont Assistance, Inc., which funds the VLIAC advocate's work.

David Brown  
Conference representative to VLIAC Board

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## Department of Christian Education Report

This past year the Department of Christian Education worked at completing the charge of creating a document which outlines the priorities of this department. The priorities were narrowed down to four areas:

1. Strengthening the Resource Center,
2. Maintaining our Covenantal Partnerships,
3. Providing Quality and Pertinent Christian Education Programs and Activities for Adults and youth in the Vermont Conference
4. Strengthening our Commitment to Outdoor Ministry and Covenant Hills

There were many positives outcomes in relationship to these newly outlined priorities in the past year. Several youth and adults attended the New England Youth Regional Event in Boston, several people attended NEAUCE in 2010 and this year there are over 20 Christian Educators attending the 40<sup>th</sup> anniversary of NEAUCE in Craigsville, Massachusetts, Open Houses at the Resource Center were offered and Sybil McShane has worked hard at sharing new information about the Resource Center and CE events through E-Kit and the CE newsletter, VAST continues to provide great opportunities, and Covenant Hills Camp had a successful summer in 2010 and has hired a new director for 2011.

Nancy Fowler resigned as the chair of the department and was replaced by Sandy Daly. The committee is looking forward to their summer meeting at Covenant Hills and outlining a plan for new opportunities in our department during the upcoming year.

Peace,  
Nancy Fowler

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### **Department of Stewardship Report**

Christian Stewardship encompasses at least 3 major sub-sets:

- a] of Creation and the Environment
- b] of the Biblical Story
- c] of our Economic Resources

In our American economic environment, money, by itself, has little or no value depending on whether it is metal or paper. Money is, however, a medium of exchange. With it, we can buy goods and services.

The need for money in our religious lives becomes clear when we realize that people are needed to share the Gospel Story and to keep our water and air safe. And people are not free - they need to be supported.

Why then are we so reluctant to talk about money--particularly when we know that Jesus talked about it all the time--and particularly as it relates to those of us who identify ourselves as Christian?

As chair of the Stewardship Department of the Vermont Conference of the United Church of Christ, I am in the position of having to report that not much has been accomplished this year. Yes, the Finance Committee and the Investment Committee do meet and faithfully carry out their assigned tasks. But the Fund Raising side of our work is sadly missing.

What do we need? We need at least one person from each association who is willing to share their interest in financial stability for not only their local church, but also for the conference and the national church. We need to gather people at every level who know that the work of the Christian Church is doing Mission--wherever the need exists.

And promoting Our Church's Wider Mission [OCWM] is the way we do mission in the United Church of Christ.

Currently, four [4] associations are represented.

The possibilities are endless--even the Bible tells us that "the Poor will always be with us."

If YOU have an interest in this adventure, please be in touch with me at [ruficon5@gmail.com](mailto:ruficon5@gmail.com) or the conference office.

Rufus Cushman, Chair  
Stewardship Department

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### **2011 Finance Committee Report**

Our committee, consisting of Lynn Bujnak, Jim Thomas, Rufus Cushman, David Damkot, Robert Delaney and Linda Kulas, met four times beginning in January. Based upon our review of last year's financial results, we recommended reductions in the 2011 budget, which were approved by the Board of Directors. We also prepared the 2012 budget and submitted it to the Board. This will be presented to the delegates for their approval at Annual Meeting.

The financial results for 2010 were disappointing. Basic Support for Our Church's Wider Mission was down to \$411,177 from a budgeted income of \$467,500. Nevertheless, due to an unexpected gift, we ended the year with a slight surplus. Income through February 2011 continues to lag behind the budget projections.

As the economic recovery continues, the committee is somewhat optimistic about next year. We are submitting a balanced budget, projecting total income of \$723,164, up from actual income of \$708,433 in 2010 and OCWM giving of \$440,000, up almost \$29,000 from last year's results.

Unfortunately, to keep the budget in balance, we must again reduce the percentage of OCWM receipts committed by the Conference to the National Church from 40% to 35%. This is the second such reduction in two years and requires the approval of the Annual Meeting delegates. In 2009 we reduced the sharing ration from 45% to 40%. This is a painful decision and one that the committee wrestled with prayerfully. After discussing the options over two meetings, the

committee voted unanimously to recommend this change. We saw the choice as between reducing the sharing ratio and disregarding the policy we have set to limit withdrawals to the following formula: 4.25% of the four year trailing average value of the Unrestricted Fund. Cutting staff is not an option. Staff has been reduced in recent years and is now at the minimum that we need for the Conference to be effective. The formula was adopted at a previous Annual Meeting after years of deficit budgets that resulted in the Conference spending over \$1,000,000 from the Unrestricted Fund within five years from 1998 to 2003.

The budget contains an increase of \$12,703 for Compensation of Staff, line 8000. This reflects a 2% increase in staff compensation and a projected 11% increase in health insurance costs.

With the approval of the Board, the committee is recommending that any surplus at the end of 2012 be split with 65% going to the National and 35% staying with the Conference.

The Vermont Conference has been one of the national leaders in our share of OCWM giving. Currently, at 40%, we are tied for 4<sup>th</sup>. If we reduce the share to 35%, we will be 9<sup>th</sup> out of 38 conferences.

John Holme, Chair

### **Investment Committee Report**

The recovery continues and we saw improvement in the investment portfolios during the year. The Unrestricted Fund, of which the conference depends for a portion of its budget, was up over 8% for 2010. We still have a ways to go to get back to the pre “world is coming to an end” of 2008 & 2009 but I like the direction we are going. The results are similar in the other funds we oversee.

Its is times like these last few years that it is imperative we continue to create realistic budgets and discipline ourselves to stay within those guidelines. I commend the conference leadership for directing our ship through some difficult times. We must continue to be good stewards of the funds so generously given by our supporters.

The world seems to be looking a little more positive. We still have much to get through and we will always have ups and downs. I feel good about our future.

Paul Simpson, Chair

## MINUTES OF THE 2011 ANNUAL MEETING Vermont Conference United Church of Christ

The 216<sup>th</sup> Annual Meeting of the Vermont Conference United Church of Christ was held at Castleton State College, Castleton, Vermont, June 3<sup>rd</sup> through June 5<sup>th</sup>, 2011. The theme of the meeting was “Looking Up: A Faith Worth Living.”

The Plenary sessions were intermingled with worship.

### Plenary 1

June 3, 2011

The evening session began with a brief worship. The Prelude was played by the Rev. Anthony Acheson and the Call to Worship and opening prayer was led by the Rev. Doug Carter.

Ms. Carrie Youngblood, Moderator then called the meeting to order.

Ms. Youngblood introduced the officers of the Conference: Herself at Moderator; Rev. Kevin Goldenbogon, Vice Moderator; and Mr. David Damkot, Treasurer.

The Conference staff was introduced: Rev. Lynn Bujnak, Conference Minister; Rev. Pam Lucas, Associate Conference Minister and Director of VAST; James Thomas, Business Manager and Stewardship Associate; Lynn Thomas, Administrative Assistant and Placement Secretary; and Sybil McShane, Resource Center and Communications Coordinator.

The Moderator then led the delegates and guests in the Covenant for Dialogue:

“... speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body’s growth in building itself up in love.” Ephesians 4:15-16

We covenant with one another to sustain a congregational culture in which we will communicate with integrity and mutual respect, and in which our creative energy—both individual and collective—will be free to flourish.

1. We *will repeat* in our own words what the other has said to confirm that we have understood them, and ask them to do the same if we feel we have not been understood.
2. We *will communicate directly* with each other, using the first person, using “I.”
3. We will try to make our meaning clear and *say what we mean* and *mean what we say*.
4. We will identify *merit* in another person’s idea or suggestion before we identify its *deficiencies*.
5. We will be willing to *inquire* into another *person’s reasons and reasoning* and will *welcome inquiry into our own reasons and reasoning*.
6. We will *listen to understand*, but don’t necessarily have to agree.
7. We will not *say outside the meeting* what we are unwilling to say *inside the meeting*.

2005 RiverRun Communications (used by permission).

It was announced that **Roberts Rules of Order** would be used during the plenary sessions.

A **motion** was made to elect Ms. Cindy Tolman, as Parliamentarian, Ms. Jean Daley and Dr. Lynn Wickberg as Scribes during the Plenary Sessions. This was seconded and passed.

Ms. Youngblood then gave words of welcome to the Dignitaries, Officers, and Conference Staff present. The UCC National staff was represented by: The Rev. Dr. J. Bennett Guess, Director of Communications, Rev. Loey Powell and Rev. Sala Nolan. The above were given the privilege of voice without vote.

She also thanked the members of Fair Haven Concerned for providing refreshments during the meetings.

The Conference Board of Directors have approved the minutes of last year's Annual Meeting .

Worship continued following the business session. The Rev. Dr. Ben Guess gave the opening message, "For Thus Says the Lord," and the evening blessing.

The evening ended with a social time, snacks and entertainment.

## Plenary II

June 4, 2011 - Morning

After a Peace Makers breakfast the second Plenary started with a brief worship service. The Call to Worship was delivered by the Rev. Susie Webster-Toleno. The Rev. Dr. Guess delivered the Keynote address entitled "The Plans I Have for You."

Following worship, Ms. Youngblood called the meeting to order.

Speak Outs were held:

- Daehler Hayes spoke of the UCC Corner Stone Fund
- Philip Brown regarding the UCC Musician's Association
- Theresa Lever for the Department of Mission entering into a partnership
- Jean Zammataro, Moderator of the Windham Union Association gave thanks to the host Association red vesters and to the Association for organizing refreshments.
- Rev. Abby Gackenheimer, Workshop Coordinator, announced the locations of the various workshops.
- Doug Couter of the Family Committee, spoke for the Friends of VT Conference pledges.
- Laurie Hulman showed slides of Covenant Hills
- Rev. Ryan Gackenheimer also spoke of Covenant Hills

Rev. Lynn Bujnak then gave a report on the Vermont Conference. She entitled her talk as a "snap shot" of the Conference. Some of the highlights of her talk were: ...that there are 144 churches in the state and the majority of them have small memberships. She showed the challenges that are before us. One such being the difficulty in obtaining interim ministers. We are the "least religious state," and longing for change. Rev. Bujnak ended her talk with quoting the call of Abraham and stated that a "ship in the harbor is safe, but that is not why they are built. The change is to leave the harbor." Churches continue to need leaders. There will be a transformation in

VAST in the coming year. More continuing education programs – “Keys to Old Doors.” There will be a new model for search and call. Also there are other ways to get together instead of face to face. She ended by stating the three “V’s” – Vision, Value, and Voice. “Sail on!”

Mr. David Damkot presented the Treasurer’s report, Conference Financial Status and the 2012 Budget Resolutions. He stated that he was impressed with the work the members of the Finance Committee had done with the budget. He then introduced Mr. John Holme, Chair of the Finance Committee, who presented the 2011 Finance Committee Report, and Jim Thomas for review of the 2011 budget.

John then introduced the members of the Committee: Robert Delaney, Rev. Linda Kulas, David Damkot, Rufus Cushman and Rev. Lynn Bujnak and Jim Thomas. Mr. Holme told of the purpose of this Committee. He stated that the payment to National has been cut from 40% to 35% and the Board was firm in balancing the budget. The delegates were urged to adopt the 2012 budget. **Motion** was made and seconded to vote on the 2012 budget at the Sunday Plenary session.

Jim Thomas then reviewed the status of the 2010 and 2011 budgets.

The session ended with delegates going to their various workshops.

### Plenary III

June 4, 2011 – Afternoon

Ms. Youngblood called Plenary III to order.

Speak outs were held:

- Rev. Susie Webster-Toleno announced that a CD has been made by Tony Acheson and that it is available for sale.
- Jeanne Zammataro reported on the Prison Justice Committee work including that of Will Hunter and Bruce Spruce.
- Rev. Rev. Adrienne Carr spoke of a mission conference to be held in the near future.
- Ned Davis told of a 3-day workshop that he was presenting regarding sanctuary flower arranging.
- Rev. Rona Kinsley announced that there were pledge forms available in the lobby for Friends of the Vermont Conference.
- Chris Heinz spoke for the South West Association creating a collaboration of churches at a gathering on August 7, at 2:30.
- Rev. Mike Caldwell spoke of a workshop regarding the Iona Community entitled “Chasing the Wild Goose.”
- Rev. Mandy Lape-Freeberg announced the happy news of Member in Discernment Kay Loudon being called to a new church.
- Sheryl Rodgers thanked the United Church of Hinesburg for a gift of \$375 to send a youth to the Youth Conference this July.
- Kathy Clark reminded the delegates of the contra dancing this evening.
- Rev. Susie Webster-Toleno announced a mental illness conference – the UCC “Widening the Welcome Conference - Inclusion for All.”

Ms. Youngblood then thanked Ned Davis for the wonderful candle and flower display.

The following resolutions were then presented:

Rev. Susanna Griefen presented the resolution on becoming a Green Justice Conference. A **motion** was made, seconded and passed to accept the resolution. No discussion.

**2011 AM 1: VOTED** Resolution on Becoming a Green Justice Conference

Whereas *The earth is the Lord's and all that is in it*, (Psalm 24:1) and God has from the beginning called humankind to tend the earth, *to work it and to watch it*. (Gen 2:15, Fox)

Whereas God has declared through the prophet Isaiah *The earth lies polluted under its inhabitants; for they have transgressed laws, violated the statutes, broken the everlasting covenant. Therefore a curse devours the earth, and its inhabitants suffer for their guilt.*  
(Isaiah 24:5)

Whereas by resolution the Twenty-sixth General Synod of the United Church of Christ *admits Christian complicity in the damage human beings have caused to the earth's climate system and other planetary life systems, and urges recommitment to the Christian vocation of responsible stewardship of God's creation, and expresses profound concern for the pending environmental, economic, and social tragedies threatened by global warming, to creation, human communities and traditional sacred spaces;*

Whereas environmental disruptions fall disproportionately on poor and marginalized persons, communities and nations;

Whereas the United States imports more than half the oil we need, increasing our national debt and threatening national security; and domestic reserves of oil, gas and coal are increasingly costly to access and present increasingly greater environmental risks;

Whereas money saved by conservation can further the economic vitality and future ministry and mission of our conference and our churches;

Whereas our faith calls us to be responsible stewards of creation, in deed and in truth, and to offer transforming and hope-filled leadership for peace and justice in our broken world, responsive to the needs of coming generations;

THEREFORE, BE IT RESOLVED that the Vermont Conference of the United Church of Christ declare itself to be a Green Justice Conference of the United Church of Christ

- In our buildings, programs and policies setting an example of sustainable environmental practices.
- Encouraging local churches to become Green Justice Congregations, following the guidelines of the Environmental Justice Ministries of the United Church of Christ. (see below)
- Providing resources, training and support to local congregations through the Environmental Ministries Committee of the Department of Mission to help members and congregations find new and transforming ways to live, acting on our faith grounded in wonder, reverence, love, and respect for all of God's creation.
- Providing public witness to the need for our governments at local, state and national levels to act in ways that are hopeful, restorative, and just as we face the challenges of environmental disruption and the need for sustainable and affordable life for all.

**ADDENDUM: Becoming a Green Justice Congregation  
From Environmental Justice Ministries of the United Church of Christ**

<b>WORSHIP AND EDUCATION</b>	<b>POINTS</b>	<b>TOTAL</b>
Preach an environmental stewardship sermon	1*	
Hold an annual “Earth Day” Sunday with appropriate liturgy and hymns	2	
Conduct a six-week or Lenten Bible study, book study, or small group study on stewardship of creation	4	
Show an environmental justice film	1*	
Invite speakers on environmental justice to special church events	1*	
Have your “Just Green Team” or others take a “toxic tour” and report back to your congregation what you learned	2	
Measure the carbon footprint of the church facility and staff and pledge to reduce it by 10% per year	3	
Set up a program to measure the carbon footprint of each family in the congregation	5	
Send a member of your congregation to a UCC Center for Environmental Justice workshop or a Justice Leaders Engaging and Developing (LED) training	3*	
<b>COORDINATION &amp; COMMUNICATION</b>	<b>POINTS</b>	<b>TOTAL</b>
Form an on-going church “Just Green Team”	5	
Include a “Just Green” column in your church newsletter	2	
Shift church communications from paper to electronic media – as much as possible	1	
Sign up at least 50% of your congregational households to the Justice & Peace Action Network (JPANet)	3	
<b>EQUIPMENT</b>	<b>POINTS</b>	<b>TOTAL</b>
Put office machines on power strips and unplug rarely used appliances	1	
Replace old heating/air conditioning units with energy efficient models	5*	
Buy “energy star” appliances	1*	
Install water saver or dual-flush toilets throughout the facility	1*	

Install tankless or solar water heater(s)	4	
Install ceiling fans in rooms for circulation and reset thermostat	2	
<b>STEWARDSHIP</b>	<b>POINTS</b>	<b>TOTAL</b>
Assist members in reducing “junk” mail	1	
Recycle paper/bottles/cans	2	
Shift to reusable dishes/utensils in church kitchens and rooms	2	
Shift to environmentally sensitive cleaning products	1	
Review church investments for environmental justice impact	3	
Shift to “fair trade” and environmentally friendly items for regular consumption	2	
Shift to locally grown food as much as possible for church events	1	
<b>ENERGY USE</b>	<b>POINTS</b>	<b>TOTAL</b>
Conduct a professional energy audit of the church facility	5	
Clean radiators/heating ducts/refrigerator coils regularly	1	
Turn off computers and other appliances overnight or when not in use	1	
Install and use programmable thermostats	3	
Replace incandescent bulbs with CFL’s	2	
Insulate/weather-strip church pipes/walls/ceilings/doors/water heaters/wall outlets	2	
Install energy efficient fluorescent lights/ballasts	2	
Use blinds to help regulate temperature	1	
Purchase “clean” or “green power” for the church	1	
Replace old windows with energy-efficient windows	1	
Replace old doors with energy-efficient doors or install storm doors	1	
Install solar panels for electricity generation	5	

<b>TRANSPORTATION</b>	<b>POINTS</b>	<b>TOTAL</b>
Institute “Walk/bike/carpool to church” days	1	
Develop a car pool system for church activities	2	
Install bike racks at your church	3	
Intentionally carpool to local, regional, or state church events or meetings	2	
<b>NATURAL SURROUNDINGS</b>	<b>POINTS</b>	<b>TOTAL</b>
Shift to organic lawn/landscape care	4	
Establish a community garden at the church	5	
Build a rainwater garden or landscape	5	
Utilize xeriscaping for lawns/landscaping	4	
Plant deciduous trees on South and West sides of church buildings	3	
<b>ADVOCACY</b>	<b>POINTS</b>	<b>TOTAL</b>
As a congregation, join your state’s Interfaith Power and Light organization	4	
Hold a letter-writing campaign to elected officials at local, state, or national levels to tell them that environmental justice should be reflected in public policy decisions	1*	
Visit your elected officials at the local, State, or national levels to tell them that environmental justice should be reflected in public policy decisions	1*	
Join with other congregations to pool resources and energy for community efforts towards environmental justice	3	
Hold an educational/advocacy event about such groups as 350.org or Transition Towns	2	
<b>TOTAL POINTS</b>		

\* Points are given per event, item, or action

**Notes:**

1. Other events, items, or actions can earn points. We encourage creativity and actions customized for your setting. Write a brief description and estimate the points based on comparison with other criteria.

2. Points begin accumulating each Easter Sunday morning for one entire year. Reports from each congregation are encouraged at every Conference meeting in the spring or early summer.
3. Count points every year for actions you have taken to change facilities or energy use. For example, if you shift to organic lawn care, you may count those points every year as long as you continue the action.
4. 20 points – Level 1; 40 points – Level 2; 60 points – Level 3; 80 points or more - Level 4

Theresa Lever presented a resolution on re-affirming the Vermont Conference as a Just Peace Conference. A **motion** was made, seconded and passed to accept the resolution. No discussion.

### **2011 AM 2: VOTED Resolution on Re-Affirming the Vermont Conference as a Just Peace Conference**

Whereas Christians in every age and place are called to bear witness by word and deed to the vision of God's realm as the Holy Spirit enables them to discern God's purpose; and

Whereas scripture reveals God's will for creation to be covenantal harmony, wholeness, and well-being having its source in God; and

Whereas Just Peace is characterized not merely by absence of war, but by right economic and social relationships among people (Amos 5:24; Micah 6:8), a right relationship between humanity and nature (Is. 11:6-9, 32:15-20; Ezek. 34:25-29), and a right relationship between humanity and God (Jer. 31:31-34); and

Whereas the church, despite often failing to challenge the structures and institutions that perpetuate violence and injustice, and despite often failing to resolve its own conflicts nonviolently, is entrusted with the message of justice and peace revealed in the life and teachings of Jesus Christ (Matthew 5:38-44; Matthew 25:31-40; Luke 4:16-21); and

Whereas the threat posed to the environment and to human life by modern warfare raises profound moral and theological questions about the justness of any resort to military force, and preparation for and engagement in war diverts resources away from pressing human needs; and

Whereas we affirm the reality that peace is not possible if injustice exists, holding with Isaiah the understanding that justice precedes righteousness and peace (Isaiah 32:15-29 18); and

Whereas the Fifteenth General Synod of the United Church of Christ in 1985 affirmed "the United Church of Christ is to be a Just Peace Church," defined Just Peace as "the interrelation of friendship, justice, and common security from violence," placed "the UCC General Synod in opposition to the institution of war, " and called upon "Conferences and national bodies of the United Church of Christ to organize their common life so as to make a difference in the achieving of a Just Peace and the ending of the institution of war"; and

Whereas the Seventeenth General Synod of the United Church of Christ in 1989 adopted as a priority "Integrity of Creation, Justice and Peace," acknowledging that integrity of creation, justice and peace is encompassed in the biblical vision of shalom and is central to the Christian identity of members of the United Church of Christ; and

Whereas the Twenty-fifth General Synod of the United Church of Christ in 2005 supported "a denomination-wide peace with justice movement among local churches, associations, conferences and the national setting which promotes a multi-issue, multiracial, and multicultural approach to justice and peacemaking"; and

Whereas the Vermont Conference of the United Church of Christ at its 1993 Annual Meeting declared itself to be a Just Peace Conference, calling on local churches "to organize their common life so as to make a difference in the achieving of Just Peace and the ending of the institution of war"; and

Whereas since becoming a Just Peace Conference the Vermont Conference has adopted several other resolutions addressing Just Peace issues, such as Uprooting Racism (1999), Clergy of Color (2002), Open and Affirming Conference (2002), War

in Iraq and Future Plans for Peace (2004), Health Care for All (2005 and 2009), No Attack on Iran (2007), Anti- Poverty Work (2007), Summer Lunch Programs (2007), Fair Trade Conference (2007), Multiracial/Multicultural Conference (2008), Christian/Muslim Dialogue (2009), and Charter for Compassion (2010); and

Whereas the Vermont Conference of the United Church of Christ has demonstrated its Just Peace commitment in the past by supporting activities such as Bridges for Peace, witness against the death penalty, the Livable Wage Campaign, and the Uprooting Racism Task Force, and in the present through support of the Vermont Low-income Advocacy Council, Hunger Free Vermont, global partnerships, prison justice ministry, environmental justice ministry, and the celebration of just peace activities at the annual Peacemakers' Breakfasts; and

Whereas the United Church of Christ Justice and Witness Ministries, Global Ministries of the United Church of Christ and the Disciples of Christ, and the Vermont Conference Resource Center have available for local churches a plethora of resources for education, reflection and action on just peace issues; and

Whereas no United Church of Christ congregation in Vermont has adopted the Just Peace designation since its inception in 1985,

THEREFORE BE IT RESOLVED that the Vermont Conference of the United Church of Christ re-affirms its commitment to Just Peace and its role as a Just Peace Conference; and

BE IT FURTHER RESOLVED that the Vermont Conference calls upon the churches of this Conference to engage in education, reflections and actions that advance the realization of Just Peace; and

BE IT FURTHER RESOLVED that the Department of Mission, through the Just Peace Advocates or other entity responsible for justice and peace concerns, commits itself to providing leadership and resources to assist the Conference, its associations and local churches in their efforts; and

BE IT FURTHER RESOLVED that the Vermont Conference commits itself to work with other conferences and bodies of the United Church of Christ, members of other Christian denominations and other faiths, and all people of good will who seek to make Just Peace a reality.

Ms. Youngblood then introduced Mr. Burt Marshall of Church World Service and Dr. Walter Strong from Dillard University prior to the taking of the offering. While the offering was being taken Dr. Strong showed a video of the devastation that Dillard sustained from Hurricane Katrina. The offering will be divided between CWS and Dillard University.

Following the offering Rev. Pam Lucas and Rev. Lynn Bujnak presented Conference Family Celebrations as follows:

## LITURGY OF FAMILY CELEBRATIONS

### ANNIVERSARIES OF ORDINATION

Representing **1540** years of ministry, we give thanksgiving for each one who celebrates a significant milestone in 2011

Ordained in **1991**,

The **Rev. Jane Bartlett**, **Rev. John Grivetti**, pastor of the Salisbury Congregational Church, **Rev. Amanda Lape Freeburg**, Pastor of Old South Congregational Church in Windsor, the **Revs. John C. Weatherhogg and Tracy Fye Weatherhogg**, Pastors of Grace Congregational Church in Rutland and the **Rev. Lucia A. Jackson**, Pastor of the Hartland Congregational Church – celebrate their **20<sup>th</sup>** anniversary of ordination.

Ordained in **1986**

The **Rev. William Warriner** and **Rev. Douglas Carter**, Pastor of the Danville Congregational Church - celebrate their **25<sup>th</sup>** anniversary of ordination.

Ordained in **1981**

The **Rev. Jean Andrews**, **Rev. Gail Dimick**, Pastor of the United Church of Thetford, **Rev. Patricia Harwick**, **Rev. Richard White**, Pastor of the Brandon Congregational Church, **Rev. Martha Peck**, Pastor of the United Church of Newport, and **Rev. Rebecca Strader** - celebrate their **30<sup>th</sup>** anniversary of ordination.

Ordained in **1976**

The **Rev. Roger Brown**, **Rev. Kathy Eddy**, Pastor of Bethany Church in Randolph, **Rev. Michael Henkle**, **Rev. John Merriam** and **Rev. Margaret Wright** - celebrate their **35<sup>th</sup>** anniversary of ordination.

Ordained in **1971**

The **Rev. Joe Amico**, Pastor of First Congregational Church in West Brattleboro, **Rev. Richard Crocker** and **Rev. Roger Daly**, interim Pastor of First Congregational Church of Rindge, New Hampshire - celebrate their **40<sup>th</sup>** anniversary of ordination.

Ordained in **1966**

The **Rev. Neil Carr**, Pastor of Brookfield Congregational Church, **Rev. Robert Moyer**, **Rev. Lee Moore** and **Rev. Donald Vincent** - celebrate their **45<sup>th</sup>** anniversary of ordination.

Ordained in **1961**

The **Rev. Robert Boutwell**, **Rev. David E L Brown**, **Rev. Yorke Peeler**, **Rev. David Ransom** and **Rev. William Wintersteen** - celebrate their **50<sup>th</sup>** anniversary of ordination.

Ordained in **1956**

The **Rev. David Dean**, **Rev. Harold Harrison**, **Rev. John Nutting** and **Rev. Betty Stone Ludwig** - celebrate their **55<sup>th</sup>** anniversary of ordination.

Ordained in **1951**

The **Rev. Walter Cooley**, **Rev. Ray Harwick** and **Rev. Leroy Hastings** -celebrate their **60<sup>th</sup>** anniversary of ordination.

**AND** ordained in **1946**

The **Rev. Charles Chamberlain** celebrates his **65<sup>th</sup>** anniversary of ordination this year!

*Prayer blessing those at this point in their journey.*

We celebrate your ministries in our midst and ask Christ's blessing upon your continuing journey. And let the people say "Amen."

## NECROLOGY

Voice 2: And we remember others...

Voice 1: The ones to whom Jesus whispered an invitation into their souls over and over through their lives

Voice 2: – Jesus called them by name –

Voice 1: and said “Come follow me.”

Voice 2: He said, “oh do I have plans for you.”

Voice 1: Plans to give you a future and a hope.

Voice 2: Jesus invited them to share their lives and their gifts with the world

Voice 1: And they did. As good and faithful servants...they served the Church of God.

Voice 2: This day we remember those who have ended their journey in this world.

**Lorraine Sprout**, wife of the Rev. Jay Sprout, Pastor of North Church St. Johnsbury, died on July 16, 2010 at the age of 58. She taught humanities to 7<sup>th</sup> and 8<sup>th</sup> graders for 27 years.

**The Rev. Dr. Dennis Roth** died on July 25, 2010. Born in 1939, he was ordained in 1967. He served the First Congregational Church of West Brattleboro from 1996 to 2005 when he retired. In retirement he served the Turners Falls Congregational Church in Massachusetts.

**Margaret Post**, wife of the Rev. Avery Post, past President of the United Church of Christ and member of the Norwich Congregational Church died on November 7, 2010. Peg was 85 years. She and Avery had been married for 65 years.

**Rev. Dr. Lawrence Fairchild** died on November 21, 2010 at the age of 89. Ordained in the Congregational Church in 1945, he served the First Congregational Church of Manchester from 1948-1951, where he also hosted a Sunday afternoon radio broadcast.

**Dottie Glasser** died on January 17, 2011. Widow of the Rev. James Glasser, who served North Church in St. Johnsbury from 1954-1960 and the Peacham Congregational Church from 1984-1987 where her funeral was held.

**Kermit Reilly** died on February 17, 2011. Born in 1930, he graduated from UVM in 1953. At the age of 33 he became a Deacon of the Peru Congregational Church and took that calling seriously and began to preach there through the many years the church was without a pastor.

**Jane Buswell** died April 18, 2011 at the age of 88. She was a graduate of the Baptist Institute of Philadelphia and worked for the North American Interdenominational Missionary Society before becoming the lay pastor of the Tyson Congregational Church where she served for over 50 years.

### *Prayer blessing those who have completed their journey.*

O God, we celebrate and give thanksgiving for these souls who have been gathered into the cloud of witnesses that surrounds us and cheers us on – for the journey continues into all eternity – with you. And let the people say “Amen”.

We remember as well, others who have been active in the life of the Vermont Conference and who died this year:

**Ann Olney Gilmore** who died September 18, 2010 at the age of 95. A member of Second Congregational Church of Hyde Park, Olney was the first woman president of the Vermont Conference.

**Betty Adams** who died April 14, 2011 at the age of 83. A member of the Perkinsville Community Church, she was honored for her mission work at the 1984 New England Conference on Mission, as 1987 Heifer Project Outstanding Volunteer and received the UCC General Synod Service Award in 1995.

**Nancy Hughes** who died April 4, 2011. Born on July 27, 1931, Nancy worked for the Office of Church in Society in Washington and has served as Moderator of the Grafton Orange Association and as Chair of their Committee on Ministry.

We remember as well the many who have died in this past who were a part of our local church communities...even perhaps within our own families...please share their names as the spirit moves you...

For all whom we cared for us, for all who cared for us, for all labored with us in the building of God's Kingdom, we say thank you, God.

We give thanks that they now live and reign with you.

As a great cloud of witnesses, they surround us with their blessings and offer you hymns of praise and thanksgiving. And let the people say "Amen".

### **Official Transitions, Retirements and Moving on...**

Voice: Believing that God is always calling us forward into new possibilities – to give us a future and a hope - we also recognize those who have moved into one of our interim ministry settings – those who have retired or who have announced their retirement from settled ministry – and those who have or will be moving on into the “new plans” God has in store for them...

#### *(Our Interims)*

In September, 2010, **The Rev. Sam Newton**, ordained in the UMC, began interim Ministry at the Federated Church of South Royalton.

In October, **the Rev. David Pruitt**, after ending an interim in Bradford, began serving an interim at the First Congregational Church of Newbury.

On September 1, 2010, **the Rev. Matthew Owen** began Interim Ministry at the United Church of Proctor. Ordained in the PCUSA, Matthew comes from serving the Union Church of Manila in the Philippines since 2006.

On November 1, 2010, **Michael Boy** began transitional ministry at the Ascutney Union Church. Previously he had worked in Youth Ministry at Valley Bible Church in White River Junction.

On November 1, 2010, **The Rev. Michelle Rogers Brigham** began interim ministry at the United Church of Hinesburg. She comes from serving as Pastor of the Immanuel United Church of Christ in Plymouth Wisconsin.

And on November 1, 2010, **Sherry Baer** began ministry as a licensed Bridge Pastor at the United Church of Northfield.

On January 1, 2011, **The Rev. Janice Chilek**, began transitional ministry at the United Church of Bellows Falls.

In January of 2011, **The Rev. Byron Breese**, ordained in the ABC, began interim ministry at the United Church of Strafford.

On March 1, 2011, **The Rev. Jonathan New** began interim ministry at the First Church in Burlington.

### **RETIREMENTS**

**With great thanks to Rev. Charles Purinton and Rev. Barbara Purinton who are retiring from their work with the National Guard. (NOTE: A standing ovation was given to the Purintons for their ministry)**

On December 31, **the Rev. Robert Boutwell** retired from Ministry at the Pawlet Community Church after 10 years. He celebrates 57 years of Parish Ministry.

On January 15, 2011, **the Rev. Robert Lee** retired from his ministry at the First Congregational Church in Burlington. He had served for 18 years.

On June 26<sup>th</sup>, **the Rev. David Wright** will retire from his ministry at the College Street Congregational Church. He began his ministry in November of 1992. OKAY – retiring – but not quite yet. He will be doing Interim Ministry in Rangeley, Maine.

On June 30<sup>th</sup>, after six years of ministry in the United Church of Hardwick, **the Rev. Judy Waible** will retire.

### **And MOVING ON**

On September 26, 2010, **the Rev. Bruce Bishop** ended his ministry at the Jamaica Community Church. He had arrived to help out – and stayed for 5 years.

On October 1, 2010 **the Rev. William Schutter** ended his interim at the St. Johnsbury South Congregational Church.

On February 7, 2011, **the Rev. Diana Scholl** ended her ministry of Hospital Chaplaincy at the Porter Medical Center after thirteen years, when the position was eliminated by the Hospital.

On May 15, 2011, **the Rev. Richard Ringenwald** ended his interim at the Manchester Congregational Church as they prepare to welcome a new pastor. It was his second leavetaking having retired from the church as a settled pastor years earlier.

On May 29<sup>th</sup>, **the Rev. Michael Ford** resigned from ministry at the First Congregational Church in North Hyde Park where he had served for 15 years. He continues ministry at the Second Congregational Church of Hyde Park and the Johnson Community Church.

On July 17<sup>th</sup>, **the Rev. Sandra Daly** will end her ministry at the First Congregational Church of Newfane. She will continue in Retreat Ministry at Hallelujah Farm – just over the border in New Hampshire

*Prayer blessing those at this point in their journey.*

We celebrate your ministries in our midst and ask Christ's blessing upon your continuing journey. And let the people say "Amen."

### **Plenary IV**

June 4, 2011 – Evening

Ms. Youngblood opened the session with several announcements.

Jim Thomas then announced the names of the churches that had increased their Basic Support for Our Church's Wider Mission by 1% per year of its operating budget expenses; moving toward a full tithe (10%) and beyond if possible. The churches achieving either or both these goals are:

Bennington (11.0%); Brandon Congregational; Brattleboro Centre (10.0%); Brattleboro, First; Craftsbury; East Arlington; Fair Haven; Hartland; Hinesburg; Hubbardton; Norwich; Randolph Center; Rochester; St. Johnsbury , North; Westmore, Williamstown.

Then Vermont Conference 5 for 5 churches (Our Church's Wider Mission, One Great Hour of Sharing, Christmas Fund, Neighbors in Need, and Strengthen the Church) were announced:

Bennington, Second Congregational, Brandon Congregational; Chelsea, United Church; Craftsbury Common, United Church; Danville, Congregational; Dorset, United Church; East Brookfield, Congregational; East Cornith, Congregational; Essex Junction, Congregational; Fair Haven, First Congregational; Jamaica Community Church; Newbury, First Congregational; Pawlet, Community Church; Pittsford, Congregational Church; Rutland, Grace Congregational Church; South Hero, Congregational; St.Johnsbury, North Congregational; Waitsfield, United Church of Christ.

Ms. Ann Vivian, Chair of the Nominating Committee thanked the members of this committee and then announced the 2011 nominations:

### Department or Committee

Term	Nominee	Association or Position (if applicable)
<b>Board of Directors</b>		
2011-2012	Rev. Kevin Goldenbogen	Moderator
2011-2012	Mr. Alan Parker	Vice-Moderator
2011-2012	Mr. David Damkot	Treasurer
2011-2014	Mr. Malcom Chase (2nd term)	Addison Assoc
2011-2014	Rev. Michael Ford	Northeast Assoc
2011-2014	Rev. Laurie Krooss (2nd term)	Windham-Union Assoc

### Personnel Committee

2011-2014 Rev. David Vanderlinde-Abernathy

### Nominating Committee

2011-2012 Lucy Samara  
 2011-2014 Rev. Skip Dickinson  
 2011-2014 Rev. D Jean Andrews (2nd term)

### Annual Meeting Committee

2011-2012 Rev. Marisa Laviola  
 2011-2012 Rev. Michele Rogers Brigham  
 2011-2014 Ms. Holly Puterbaugh  
 2011-2014 Mr. Harold Drury (2nd term)  
 2011-2014 Rev. Martha Peck  
 2011-2014 Mr. Alan Parker (as Conf V Moderator)  
 2011-2012 Ms. Carrie Youngblood, Chair

### Department of Church and Ministry

2011-2012 Rev. Dereen Vanderlinde-Abernathy Chair  
 2011-2012 Mr. David Durfee, Vice-Chair

### Church Growth Committee

2011-2014 Rev. Kathy Eddy  
 2011-2014 Rev. Karen Lipinczyk  
 2011-2012 Rev. Cordelia Burpee (filling a vacancy)

### Ministerial Standing and Standards Committee

2011-2014 Rev. Jay Sprout (2nd term)  
 2011-2014 Rev. Peter Plagge (2nd term)  
 2011-2014 Rev. Susie Webster-Toleno  
 2011-2014 Ms. Beverly Anderson

### Department of Mission

2011-2013 Ms. Jeanne Zammataro, Vice-Chair (filling vacancy)

**Department of Christian Education**

2011-2014 Rev. Sandra Daly, Chair  
2011-2014 Ms Laurie Chipman, Vice-Chair

**Department of Stewardship and Financial Development**

2011-2014 Rev. Lucia Jackson, Chair  
2011-2014 Rev. Mary Nelson Abbott, Vice-Chair

**Finance Committee**

2011-2013 Mr. Robert Delaney (filling vacancy)  
2011-2014 Rev. Richard White

**Investment Committee**

2011-2014 \_\_\_\_\_

**Vermont Congregational Home Inc. (Atkinson Residence)**

2011-2013 Ms. Sue Hebb (filling vacancy)

**Vermont Ecumenical Council and Bible Society**

**Peace, Justice & Integrity of Creation Committee**

2011-2014 Mr. John LaRue

2011-2014 \_\_\_\_\_

**Faith and Order Committee**

2011-2014 Rev. Jerry Handspicker

2011-2014 \_\_\_\_\_

**Prayer and Worship Committee**

2011-2014 Rev. Jane Henderson

2011-2014 \_\_\_\_\_

**Trustees**

2011-2014 Mr. Roy V. Hill  
2011-2015 Rev. Lynn Bujnak (by virtue as UCC Conf Minister)

The **motion** was made and seconded to approve these nominations. They will be voted on at Sunday's plenary session.

The 2012 Ministerial Guidelines were presented by Mr. Hal Drury. The Guidelines are similar to last year's with a few changes. **Page 5** underneath the Cost of Living a new statement was added – "For the first quarter of 2011, the annualized figure is 2.7%. Therefore, we are recommending a 3% increase to cover anticipated cost of living expenses." Underneath Employee v. 1099 contractor "The IRS definitions for an employees and 1099 contractor cover many pages on their website ([www.irs.gov](http://www.irs.gov)). If there is any question of the status of your pastor, please refer to both the website and a tax consultant." **Page 7** last line under Health Benefit Plans "Churches with part-time might wish to consider paying for full health coverage." **Page 13** under Guest Preachers "it is recommended that guest preachers be paid at least \$150 plus mileage at the IRS rate (51 cents/per mile at the time of this publication). **Page 14** under Christian Education "Salary guidelines for Christian Educator can be found at [www.auce.org](http://www.auce.org).

The **motion** was made to accept these guidelines, seconded and passed without discussion.

Rev. Lucas then recognized the Vast Academy of Spiritual Training:

**VAST**

Vermont Academy of Spiritual Training

There are those among us who hunger

to break open the Word of scripture,

who yearn to deepen their spiritual identity,

who seek to enrich their understanding of Christian history and theology,

who want language with which to testify to their faith,  
a faith worth living in today's world.

Since 1982 VAST has met the need expressed by local church members for an in-depth study of the Bible, basic theological concepts and the nature of our individual calling and spiritual journey.

Presently there are presently 22 students enrolled in three sites. In addition, this spring, 6 students have been enjoying an in-depth study of the Gospel of Matthew.

Thank you to those who are teaching this year...

In the Richmond class – Peg Slater and Biblical Studies

Amy Pitton and the History and Practice of Worship

In the St. Johnsbury class – Mark Pitton and Biblical Studies

Linda Kulas and Introduction to Theology

In the Manchester Class – Bruce Lee Clark and Biblical Studies

Joel Tibbetts and Introduction to Theology

This year there are three students graduating :

From the St. Johnsbury class

**Elizabeth Daly**, a member of the United Church of Newport

And from the Manchester class,

**Jeanne Zammataro**, member of the Second Congregational Church of Londonderry

**Lynn Wickberg**, member of Christ's Church in Saxtons River.

For Betsy, Lynn and Jeanne's faithful commitment and questing upon the journey of discipleship, we give God thanks.

Our prayer is that the seeds of knowledge and faith planted in them will bear fruit.

Our hope is that their hearts, minds and souls will continue to search even more deeply as they live into the questions that continue to perplex God's people. And let the people say "AMEN".

Now the challenge to you! The Windham Union Association has set aside enough funds to support 10 students from churches in their Association in their first year in VAST. So there will be a new site next September as the St. Johnsbury site closes down. And there's room in both the Manchester and Richmond classes next year. Pick up a brochure from the display area – pray about it – and join the many others whose lives have truly been changed by the VAST experience.

After a brief break, a worship service ended the Plenary session. Following gathering music led by Mr. Bendan Taaffe, who directed the choir and delegates in the singing of Kufanana, the Call to Worship was given by Mr. Alan Parker. The Rev. Dr. Guess gave the Scripture reading and the evening sermon – "For Your Welfare, Not Your Harm." Rev. Bujnak gave the closing blessing.

The evening ended with Contra dancing and a social time.

## Plenary V

Sunday, June 5, 2011

The fifth session began with speakouts:

- Susanna Griefen gave thanks to the delegates for passing the Environmental resolution
- Dee Keller told of Jen Wright being the representative to the Wider Church Ministries at Synod from 2009 to 2015.
- Jim Thomas announced that the offering totaled \$2088.52 and thanked the delegates for their generosity.

Rev. Lucas and Rev. Bujnak gave further Conference Celebrations:

### **LITURGY OF FAMILY CELEBRATIONS**

*(Recognition of Milestones in the lives of some of our Members in Discernment)*

Voice 1: Oh do I have plans for you, says the Lord.

Voice 2: And sometimes they are the most amazing of plans.

Voice 1: As God's spirit moves through our spirits –  
God's plans unfold in the most amazing of ways.

Voice 2: Today we lift up and celebrate some particular milestones of those  
who travel the journey to ordained ministry

#### **First – the rest of the story:**

Last year we reported that **Paula Gile**, Member in Discernment from the Mallets Bay Congregational Church had been approved for ordination pending call in May of 2010 by the Champlain Association. This year we can celebrate that Paula received a call as Minister of Educational Ministries and Outreach to the Congregational Church of Laconia, New Hampshire. She began her ministry on November 30, 2010. She was ordained at her home church in Mallets Bay on February 6, 2011 by the Champlain Association.

Last year we reported that **John Sanborn**, Member in Discernment from Grace Congregational Church, had graduated from Andover Newton Theological School on May 22, 2010. The following September he began a nine month chaplaincy residency at Brigham and Women's Hospital in Boston. Now back home in Vermont, he is awaiting a date for his Ordination Ecclesiastical Council in the Southwest Association – which will be July 10 at Grace Church at 3pm.

We celebrate that **Laura Cadmus**, Member in Discernment from the Barre Congregational Church just received word that she was awarded the National Make a Difference Seminarian Scholarship.

#### **Now – for the beginning of a story:**

**Elizabeth Siwo-Okundi** was received as a member in Discernment by the Grafton Orange Association on April 14, 2011. She is serving as licensed pastor of the Wells River Church. Elizabeth received her Master of Divinity degree from Boston University School of Theology in 2005.

*Prayer blessing those at this point in their journey.*

We celebrate your journey into ministry and ask Christ's blessing upon your continuing journey into your tomorrows. And let the people say "Amen."

### *New Calls to Settled Ministry*

Voice 2: We recognize and celebrate the ministry of those who, in the past year have said YES to a call in the Vermont Conference.

On July 1, 2010, the **Rev. Deadra Ashton**, ordained in 1987 by the PCUSA began official settled ministry at the Tunbridge Church.

On July 1, 2010, **Heidi Reinker**, lay pastor in the UMC began ministry at the Waterville Union Church.

In May of 2010, **The Rev. William Whiteman**, ordained in 1980 by the Conservative Baptist Association, began settled ministry at the United Church of West Rutland.

On September 9, 2010, the **Rev. Patricia Jackman** began ministry at the Shrewsbury Community Church. A graduate of Bangor Theological Seminary, she was ordained on November 11, 2010.

On September 19, 2010, **The Rev. Karen Lipincyzk**, began ministry at the Bradford Congregational Church. Ordained in 1980, she comes from serving as Pastor of St. Peter's UCC in Wadesville, Indiana.

On October 1, 2010, **The Rev. Cordelia Burpee**, began ministry at the South Hero Congregational Church. She is a graduate of Methodist Theological School in Ohio, and was ordained on August 28, 2010.

On November 25, 2010, **the Rev. Alice Ling** began ministry at the Richmond Congregational Church. Ordained in 1980, she comes from serving as Senior Pastor at the First Parish Congregational Church in East Derry, New Hampshire.

On December 12, 2010, **The Rev. Mary Kay Cavazos**, began ministry at the First Congregational Church of Cornwall. Ordained in the UMC in 1998, Mary Kay is also a Professor of African American Religious History at Middlebury College.

### **OTHER CELEBRATIONS**

On July 9, 2010, the **Rev. Robin Junker**, Associate Pastor of Bethany Church in Randolph, and Sean Boyce were married in Randolph.

On September 3, 2010, **The Rev. Abby Hodges**, Pastor of the New Haven Congregational Church and the **Rev. Ryan Gackenheimer**, Associate Pastor of the Essex Junction Congregational Church were married...and the New Haven folks had to learn to spell Gackenheimer!

On May 30, 2011, the **Rev. Carra Bradt**, Pastor of Centre Congregational Church in Brattleboro, and John McFadden were married...and presently are on their honeymoon as we speak!

This April, with great joy, after a long and arduous adoption process, the **Rev. Mark Mendes**, Senior Pastor of the 1st Congregational Church, Essex Jct. returned from Nepal with daughter, Margaret Kiran Puspa Mendes. Big brother, Nicholas, and Karen Mendes welcomed them home.

**Rev. Jonathan New**, currently serving as interim pastor at the First Congregational Church, Burlington, is now **Dr. Jonathan New**. Jonathan received his Doctor of Ministry (D. Min.) degree at Andover Newton Theological Seminary's 2011 Commencement on Saturday, May 21.



Rev. Bujnak gave thanks to Rev. Loey Powell, Rev. Sala Nolan and Rev. Dr. Guess from National for giving their expertise in workshops, etc. She made reference that before she became the VT Conference Minister she had previously worked in Cleveland with the above mentioned folks.

The 2012 Budget was then voted upon. There was no discussion and the budget and financial resolutions were passed.

**AM 2011 3: VOTED Resolution Recommended by the Board of Directors Pertaining to the 2012 Budget**

- 1.) That the division of undesignated Basic Support for Our Church's Wider Mission income for 2012 be 65% for the Vermont Conference and 35% for the United Church of Christ beyond Vermont.
- 2.) That the Vermont Conference share with the national setting of the United Church of Christ 65% of any operating budget surplus at the conclusion of the 2012 fiscal year.
- 3.) That the Conference continues to encourage each church to increase its Basic Support for Our Church's Wider Mission by 1% per year of its operating budget expenses; moving toward a full tithe (10%) and beyond if possible.
- 4.) That the 2012 Vermont Per Capita be set at \$11.54. (Note: The association portion of Per Capita is in addition to the Conference amount.)
- 5.) That the churches be encouraged to pay Basic Support for Our Church's Wider Mission and Per Capita at least quarterly.
- 6.) That the Board of Directors be authorized to take funds from the unrestricted reserves for any emergency deficit in 2012.
- 7.) That the Board of Directors be authorized to adjust the 2012 operating budget as unforeseen circumstances require, within the spending limits established in the budget.
- 8.) That the Conference adopt a 2012 Operating Budget of not more than \$721,164 in expense and not less than \$721,164 in income, with the goal of ending 2012 with a balanced budget.

The list of Nominations was referred for vote. No Discussion.

**AM 2011 4: VOTED To Accept the List of Nominations as Presented**

The Commissioning of the Elected Leaders was then held led by Ms. Youngblood.

The Rev. Kevin Goldenbogen, newly elected Moderator, then presented a Resolution of Thanks. It was moved, seconded and passed to accept this document.

**AM 2011 5: VOTED To Accept the Following Resolution of Thanks Given by Rev. Kevin Goldenbogen**

WHEREAS the 216th Annual Meeting of the Vermont Conference of the United Church of Christ convened at Castleton State College June 3-5, 2011, and there worshipped, fellowshiped and conducted business; and

WHEREAS God's Holy Spirit whipped through our fellowship, messed up our hair, and called us to be Christ's witnesses "in Jerusalem, in all Judea and Samaria, and to the ends of the earth" (Acts 1:8).

WHEREAS we connected to what we have been, celebrated who we are, and envisioned what we will be as covenant partners in the United Church of Christ; and

WHEREAS so many of our family and friends worked tirelessly to plan, to welcome, to decorate, to preach, to lead worship, to photocopy, to email, to drive, and to do all those things necessary to make our Annual Meeting safe, productive and a visible witness to the world; and

WHEREAS we continue to adhere to the Covenant for Dialogue with one another which allows us to conduct the business of this Annual Meeting with integrity, mutual respect, accountability; and

WHEREAS we were blessed to look up and to share our faith which is worth living,

THEREFORE be it resolved that we, the delegates and visitors to the 216<sup>th</sup> Annual Meeting of the Vermont Conference, United Church of Christ extend our gratitude to those who have shared their time and gifts with us;

TO Castleton State College and especially Lori Phillips and her staff who have welcomed us, provided for us, and made our stay so enjoyable;

TO the members of the Annual Meeting Planning Committee: Rev. Susie Webster-Toleno, Chair; Ms. Carrie Youngblood, Rev. John Weatherhogg, Rev. Abby Gackenheimer, Mr. Hal Drury, Rev. Carra Bradt, Rev. Tony Acheson, Mr. Ned Davis, Rev. Kathy Clark, Rev. Kevin Goldenbogen, Ms. Lynn Thomas (staff representative), Rev. Lynn Bujnak (Conference Minister);

TO Rev. Dereen Vanderlinde-Abernathy, for her fine work coordinating registrations for this gathering;

TO the Vermont Conference Board of Directors and chair Debbie Ingram for their guidance and support, for their organization, and for their spirit of discernment;

TO all Red Vesters who answered our questions and guided us to event venues with grace and warmth;

TO our keynote Speaker, Rev. Ben Guess, of the United Church of Christ, whose presence and words called to us, challenged us, comforted us, and centered us again in our faith that's worth living;

TO our UCC National staff members, Loey Powell and Sala Nolan for their time and presence;

TO the Worship Committee planning committee, to Rob Noble and Sonya Dunbar, and all those who participated in leading worship that energized us, renewed us, and reminded us who and whose we are;

TO our Parliamentarian Ms. Cindy Tolman, Scribes Ms. Jean Daley, and Dr. Lynn Wickberg, who were on hand to ensure propriety, accuracy and a good record of our doings.

TO our Chaplains, Reverends Cordelia Burpee and Rona Kinsley, and our Nurse Carlie Murray who were available for both physical and spiritual well-being.

TO our "servants of servants," the Vermont Conference Staff: Revs. Lynn Bujnak and Pam Lucas, Lynn Thomas and Jim Thomas, and Sybil McShane, who are our compass, our resources, our connection, and yes...sometimes even our mother;

AND with heartfelt thanks to our outgoing Moderator, Ms. Carrie Youngblood, who gave much of her time and talents in both planning and with the gavel. What a blessing to have her service. What a blessing to have her perspective. What a blessing to be her partner in ministry.

TO all of these folks along with those we forgot to name and whose forgiveness we beg, we offer our deep and sincere gratitude, even as I move this resolution.

Following this resolution Vermont gifts of thanks were given to the National UCC visitors.

**AM2011 6: VOTED** without discussion that the 216<sup>th</sup> Annual Meeting of the Vermont Conference UCC be closed following worship.

The 216<sup>th</sup> Annual meeting closed with a service of Communion.

Be it noted that there were 176 official delegates present.

Jean A. Daley  
Dr. Lynn Wickberg  
Scribes

# FINANCIAL DOCUMENTS

For the

Annual Meeting

Vermont Conference, United Church of Christ

June 3-5, 2011

*Please also see the Reports for the 2011 Annual Meeting for relevant reports from the Finance Committee, Board of Directors, and Conference Treasurer*

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*Please note that the Auditors Final Report is not provided as part of this packet. It is available for downloading at: [www.vtcucc.org/annual\\_meeting.html](http://www.vtcucc.org/annual_meeting.html) If you would like a paper copy mailed to you, please contact the Conference Office.\**

## Introduction

This year the budget is being presented in the now familiar format. The single sheet summary, Document E, is on page 5. On the following pages is the narrative budget, which provides some context to the sheet of numbers, in order to better provide delegates and members of the Conference a framework for our income, expenses, and our shared mission and ministry.

Please see the Annual Reports (a separate section) for the report of the Investment Committee, Finance Committee, and the Conference Treasurer.

Every year we continue to attempt to make the budget process and our finances more transparent. We hope you find the enclosed reports a useful tool.

Please let us know how we might further improve this process.

A handwritten signature in black ink, appearing to read "Jim Thomas". The signature is stylized with a large, sweeping "T" and a cursive "J".

Jim Thomas

Business Manager and Stewardship Associate

Vermont Conference, UCC

## Calculation of Draw from the Unrestricted Fund

Each year an amount is drawn from our unrestricted reserves to provide income for the budget. The method used to determine the withdrawal has varied over the years.

The Board of Directors considered this at their November 2006 meeting, and took the following action, quoted from the official minutes of the November 18, 2006 meeting of the full Board:

“John Holme then called attention to the report on the use of the Ten Year Trailing Formula found in the smaller packet in the Board’s red envelope mailing. It contains a proposal to change the determination of the allowed annual draw against the Unrestricted Fund from the Ten Year Trailing Formula to 4.25 percent of the average ending balance in the fund over the past four years. The Department recommends that this be approved by the Board for presentation to the 2007 Annual Meeting. The advantages of the new formula would be increased stability and predictability.”

**“After a friendly amendment was accepted, it was voted to recommend to the Annual Meeting that the draw each year from the unrestricted accounts #6 and #9 shall be established by multiplying 4.25% by the average ending total value of the fund for the past four trailing years and that at the Board be directed to revisit the policy if there are years of market loss or inflation in excess of 9%.”**

In addition, at this same meeting the Board took the following action:

**“... it was voted that the Board present to the 2007 Annual Meeting a proposed 2008 budget that would remove from the Unrestricted Fund an amount that is the lesser of the amount allowed by the 10 Year Trailing Formula or by the new formula.”**

This is the fourth year we have used this formula, and the resultant number is reflected on income line 3405 of the budget.

The Board, at this same meeting, then took up the issue of repayment of excessive draws.

**“It was voted that the Board recommends to the 2007 Annual Meeting that should more money be taken out of the fund than the recommended draw, then that excess shall be repaid to the fund with the intent of repaying it in ten years.”**

The (potential) additional draw is shown on the income side of the presented budget as line 3404, and on the expenditure side as line 9800.

**Resolutions Recommended by the Board of Directors  
Pertaining to the 2012 Budget**

- 1 **1.) That the division of undesignated Basic Support for Our Church's Wider Mission**  
2 **income for 2012 be 65% for the Vermont Conference and 35% for the United**  
3 **Church of Christ beyond Vermont.**
- 4 **2.) That the Vermont Conference share with the national setting of the United Church of**  
5 **Christ 65% of any operating budget surplus at the conclusion of the 2012 fiscal year.**
- 6 **3.) That the Conference continues to encourage each church to increase its Basic Support**  
7 **for Our Church's Wider Mission by 1% per year of its operating budget expenses;**  
8 **moving toward a full tithe (10%) and beyond if possible.**
- 9 **4.) That the 2012 Vermont Per Capita be set at \$11.54. (Note: The association**  
10 **portion of Per Capita is in addition to the Conference amount.)**
- 11 **5.) That the churches be encouraged to pay Basic Support for Our Church's Wider**  
12 **Mission and Per Capita at least quarterly.**
- 13 **6.) That the Board of Directors be authorized to take funds from the unrestricted**  
14 **reserves for any emergency deficit in 2012.**
- 15 **7.) That the Board of Directors be authorized to adjust the 2012 operating budget as**  
16 **unforeseen circumstances require, within the spending limits established in the**  
17 **budget.**
- 18 **8.) That the Conference adopt a 2012 Operating Budget of not more than \$721,164**  
19 **in expense and not less than \$721,164 in income, with the goal of ending 2012**  
20 **with a balanced budget.**

Vermont Conference United Church of Christ 2011-2012 Yearbook

								<b>DOCUMENT E</b>		
<b>VERMONT CONFERENCE UNITED CHURCH OF CHRIST BUDGET 2011-2012</b>										
			<b>2011</b>			<b>2011</b>			<b>2012</b>	
			Approved at Annual Meeting 2010			BoD Approved changes			Presented to Annual Mtg 2011	
<b>Acct #</b>	<b>Account Name</b>	<b>Operating</b>	<b>Special</b>	<b>Total</b>	<b>Operating</b>	<b>Special</b>	<b>Total</b>	<b>Operating</b>	<b>Special</b>	<b>Total</b>
<b>INCOME</b>										
<b>General Income</b>										
3002	Our Church's Wider Mission Basic Support	488,000		488,000	430,000		430,000	440,000		440,000
3204	Friends of the Conference	28,275		28,275	28,275		28,275	28,000		28,000
3212	Synod travel pool	9,000		9,000	9,000		9,000	0		-
3300	Per Capita Income	145,000		145,000	148,000		148,000	150,000		150,000
3405	Unrestricted Fund	49,122		49,122	49,122		49,122	47,764		47,764
3502	Interest - Operating Checking	1,200		1,200	1,000		1,000	900		900
3508	Restricted Fund - Income	2,400		2,400	2,400		2,400	2,400		2,400
3507	Miscellaneous			-			-			-
3604	Annual Meeting Income	30,000		30,000	30,000		30,000	30,000		30,000
3404	Additional Draw Unrestricted Fund									
<b>Transfers</b>										
3503	Outdoor Ministries Fund Special Transfer		2,000	2,000		2,000	2,000		0	-
	Dept. Mission Special Transfers			-			-			-
9102	Atkinson Fund Income	2,000		2,000	2,000		2,000	2,900		2,900
9104	Miller Fund Income (comb w/9102)	1,300		1,300	1,300		1,300	0		-
<b>Departmental Income</b>										
0002	Dept. Church & Ministry Income	6,200	2,000	8,200	6,200	2,000	8,200	6,200	2,000	8,200
0003	Dept. Mission Income			-			-			-
0004	Dept. Christian Education Income	10,000		10,000	10,000		10,000	13,000		13,000
0005	Dept. Stewardship Income			-			-			-
<b>TOTAL INCOME</b>		<b>\$ 772,497</b>	<b>\$ 4,000</b>	<b>\$ 776,497</b>	<b>\$ 717,297</b>	<b>\$ 4,000</b>	<b>\$ 721,297</b>	<b>\$ 721,164</b>	<b>\$ 2,000</b>	<b>\$ 723,164</b>
<b>EXPENDITURES</b>										
3004	OCWM Basic Support to National	195,200		195,200	172,000		172,000	154,000		154,000
4000	Dept. Church & Ministry	8,100	2,000	10,100	8,100	2,000	10,100	8,700	2,000	10,700
5000	Dept. Mission	12,250		12,250	12,250		12,250	12,850		12,850
6000	Dept. Christian Education	20,500	2,000	22,500	20,500	2,000	22,500	23,100	0	23,100
7000	Dept. Stewardship	64,018		64,018	63,000		63,000	65,450		65,450
7800	Comm. Theology & Ecumenism	0		0	0		-	0		-
8000	Compensation of Staff	352,604		352,604	326,297		326,297	339,000		339,000
8243	Staff Travel & Expenses	38,675		38,675	35,000		35,000	36,500		36,500
8401	Conference Office Operations	34,550		34,550	33,550		33,550	34,514		34,514
8550	Conference Operations	16,600		16,600	16,600		16,600	17,050		17,050
8710	Annual Meeting Expenses	30,000		30,000	30,000		30,000	30,000		30,000
9800	Repayment to Unrestricted Fund									
<b>TOTAL EXPENDITURES</b>		<b>\$ 772,497</b>	<b>\$ 4,000</b>	<b>\$ 776,497</b>	<b>\$ 717,297</b>	<b>\$ 4,000</b>	<b>\$ 721,297</b>	<b>\$ 721,164</b>	<b>\$ 2,000</b>	<b>\$ 723,164</b>
<b>SURPLUS (DEFICIT)</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 0</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 0</b>	<b>\$ -</b>	<b>\$ -</b>
								2011 Per Capita rate: \$11.36		
								2012 Per Capita rate: \$11.54		

Vermont Conference United Church of Christ 2011-2012 Yearbook

CONFERENCE	FINAL	UNITED CHURCH OF CHRIST OCWM - BASIC SUPPORT 2010/2009 COMPARISON BY CONFERENCE												
		2010					2009					CHANGE GAIN/LOSS		
		NATIONAL	% of Total	CONFERENCE	% of Total	TOTAL	NATIONAL	% of Total	CONFERENCE	% of Total	TOTAL	NATIONAL	CONF	TOTAL
CAL NEV NORTH		176,845	20.0%	707,381	80.0%	884,227	172,337	20.0%	689,348	80.0%	861,685	4,508	18,033	22,542
CAL NEV SOUTH		213,212	40.0%	319,818	60.0%	533,031	210,958	40.0%	316,437	60.0%	527,395	2,254	3,382	5,636
CALVIN SYNOD	Note 1	500	100.0%		0.0%	500	0		0		0	500	0	500
CENTRAL ATLANTIC	Note 5	335,323	32.0%	713,950	68.0%	1,049,273	394,844	35.1%	729,188	64.9%	1,124,032	-59,521	-15,238	-74,759
CENTRAL PACIFIC		71,881	25.0%	215,643	75.0%	287,525	84,796	24.7%	257,814	75.3%	342,610	-12,915	-42,171	-55,086
CONNECTICUT		1,126,468	63.0%	661,576	37.0%	1,788,044	1,225,738	63.0%	719,890	37.0%	1,945,628	-99,270	-58,313	-157,584
FLORIDA		110,229	20.3%	433,517	79.7%	543,747	113,528	20.2%	448,746	79.8%	562,274	-3,299	-15,229	-18,527
HAWAII		132,987	45.2%	161,179	54.8%	294,166	123,800	43.2%	163,061	56.8%	286,862	9,187	-1,882	7,305
ILLINOIS		473,587	29.0%	1,159,473	71.0%	1,633,060	516,893	29.0%	1,265,497	71.0%	1,782,390	-43,306	-106,024	-149,330
ILLINOIS SOUTH		144,640	30.0%	337,493	70.0%	482,132	149,253	30.0%	348,756	70.0%	498,009	-4,613	-11,264	-15,877
INDIANA-KENTUCKY	Note 5	141,459	20.0%	565,838	80.0%	707,297	151,506	19.4%	628,954	80.6%	780,460	-10,047	-63,116	-73,163
IOWA	Note 5	329,465	36.0%	585,716	64.0%	915,181	321,202	37.0%	546,911	63.0%	868,113	8,263	38,804	47,067
KANSAS-OKLAHOMA	Note 5	56,100	23.0%	187,812	77.0%	243,912	59,541	24.6%	182,050	75.4%	241,591	-3,441	5,762	2,321
MAINE		103,500	13.7%	650,151	86.3%	753,651	138,000	27.5%	364,131	72.5%	502,131	-34,500	286,020	251,520
MASSACHUSETTS		1,005,776	54.9%	826,546	45.1%	1,832,321	1,121,282	59.9%	750,854	40.1%	1,872,136	-115,506	75,691	-39,814
MICHIGAN		166,467	29.0%	407,557	71.0%	574,024	209,757	31.0%	466,902	69.0%	676,659	-43,290	-59,345	-102,635
MINNESOTA		282,703	34.7%	530,831	65.3%	813,534	278,563	34.8%	523,057	65.2%	801,620	4,140	7,774	11,914
MISSOURI MID S		168,716	22.0%	598,173	78.0%	766,889	199,854	24.9%	601,563	75.1%	801,417	-31,139	-3,390	-34,528
MONTANA N WYOMING		33,723	20.0%	134,894	80.0%	168,617	38,253	20.0%	153,012	80.0%	191,265	-4,530	-18,119	-22,648
NEBRASKA	Note 5	94,230	25.0%	282,689	75.0%	376,918	85,904	25.0%	257,773	75.0%	343,677	8,325	24,916	33,241
NEW HAMPSHIRE	Note 5	314,491	45.0%	384,378	55.0%	698,870	332,236	45.0%	406,250	55.0%	738,486	-17,745	-21,872	-39,616
NEW YORK		80,000	10.5%	679,047	89.5%	759,047	92,411	11.6%	705,523	88.4%	797,934	-12,411	-26,476	-38,887
NORTHERN PLAINS	Note 1,3	9,119	100.0%		0.0%	9,119	11,901	100.0%		0.0%	11,901	-2,783	0	-2,783
OHIO	Note 5	369,612	19.1%	1,563,499	80.9%	1,933,111	388,448	19.2%	1,635,439	80.8%	2,023,887	-18,836	-71,940	-90,776
PACIFIC NW		169,284	30.0%	394,997	70.0%	564,281	154,417	29.7%	364,818	70.3%	519,235	14,867	30,179	45,046
PENN CENTRAL	Note 4	297,872	30.0%	694,904	70.0%	992,776	305,233	30.0%	712,210	70.0%	1,017,443	-7,361	-17,306	-24,667
PENN NE		65,000	10.7%	543,411	89.3%	608,411	65,000	10.4%	558,998	89.6%	623,998	0	-15,587	-15,587
PENNSYLVANIA SE	Note 6	98,254	9.2%	972,319	90.8%	1,070,573	188,083	16.9%	924,400	83.1%	1,112,483	-89,829	47,919	-41,910
PENN WEST		32,984	13.7%	207,951	86.3%	240,936	35,715	11.4%	276,782	88.6%	312,497	-2,731	-68,830	-71,561
RHODE ISLAND		100,000	36.0%	177,548	64.0%	277,548	106,000	36.4%	185,067	63.6%	291,067	-6,000	-7,519	-13,519
ROCKY MOUNTAIN	Note 5,7	60,898	15.0%	345,984	85.0%	406,881	67,516	15.0%	382,591	85.0%	450,107	-6,618	-36,608	-43,226
SOUTH CENTRAL		49,428	20.0%	197,712	80.0%	247,140	49,656	20.0%	198,623	80.0%	248,278	-228	-910	-1,138
SOUTH DAKOTA		27,272	10.0%	245,451	90.0%	272,723	34,594	12.0%	253,687	88.0%	288,280	-7,321	-8,236	-15,557
SOUTHEAST		28,470	10.0%	256,231	90.0%	284,701	27,647	10.0%	248,823	90.0%	276,470	823	7,408	8,231
SOUTHERN	Note 5	33,616	8.4%	367,550	91.6%	401,166	50,000	12.4%	351,695	87.6%	401,695	-16,384	15,855	-529
SOUTHWEST		80,093	25.0%	240,278	75.0%	320,371	88,995	25.0%	266,986	75.0%	355,982	-8,903	-26,708	-35,611
VERMONT		164,154	39.9%	247,023	60.1%	411,177	175,412	40.0%	263,118	60.0%	438,530	-11,258	-16,095	-27,353
WISCONSIN		430,000	22.6%	1,471,613	77.4%	1,901,613	445,000	22.4%	1,540,867	77.6%	1,985,867	-15,000	-69,254	-84,254
Note 5		103,971	100.0%		0.0%	103,971	159,632	100.0%		0.0%	159,632	-55,661	0	-55,661
CORNERSTONE FUND		40,708	100.0%		0.0%	40,708	57,402	100.0%		0.0%	57,402	-16,694	0	-16,694
MISC	Note 2	127,823	100.0%		0.0%	127,823	129,580	100.0%		0.0%	129,580	-1,757	0	-1,757
<b>TOTAL</b>		<b>7,850,860</b>	<b>29.8%</b>	<b>18,470,134</b>	<b>70.2%</b>	<b>26,320,993</b>	<b>8,560,888</b>	<b>31.4%</b>	<b>18,689,822</b>	<b>68.6%</b>	<b>27,250,710</b>	<b>-710,028</b>	<b>-219,688</b>	<b>-929,717</b>
Retention Ratio 1967			58.0%		42.0%			58.0%		42.0%			-19.7%	-80.3%

Note 1: Final Reconciliation Form not provided by the Conference

Note 2: Support sent directly to National by churches or individuals.

Note 3: Excluded from retention %, no conference data available.

Note 4: Different amount than Conference reported based on actual cash received and Monthly Remittance Form figures

Note 5: Money received from Conferences from one time, special giving as a Property Sale, Will & bequests, etc - This is over and above projected goals; also includes money received too late to count in previous year

Note 6: Different amount than Conference reported - Conference reported in OCWM; National recorded in WCM & LCM Special Support-Directed

Note 7: Different amount than Conference - a portion was received past prior year deadline. Conference counted in 2009; National in 2010

Note 8: Association receipts included in 2009 Conference amounts, awaiting reporting of Association receipts for 2010

WHERE NATIONAL CREDITED GIFT IN 2010 AND CONFERENCE CREDITED IN 2009, NO ADJUSTMENT WAS MADE TO "CONFERENCE RETAINED" AMOUNT OR %



## Narrative Presentation of the 2012 Vermont Conference Budget

### ***Income***

*The Vermont Conference receives income for the Conference Mission and giving to the Wider Church from a variety of resources, with the largest percentage coming from our local churches. The members of the Vermont Conference, through their generosity, enable the mission and ministry of the Conference to support the work of Christ's church within our boundaries, and to the larger church.*

### **Our Church's Wider Mission Basic Support LINE 3002 \_\_\_\_\_ \$440,000**

Our Church's Wider Mission Basic Support is the largest source of income for the Vermont Conference. It reflects the generous support of most of our churches for the work of the Conference within Vermont and to the wider church. This year we retain the percentage of Basic Support division begun last year, with 65% of these contributions retained for use



by the Conference, and 35% sent to support the work of the United Church of Christ.

The vast majority of OCWM comes from our local churches. If every congregation sent 10% of their expense budget to OCWM (as the delegates vote each year) we would receive over \$1.2 million dollars for the work of the Conference and wider church! Imagine what additional good works we could do with a complete financial participation in covenant.

### **Vermont Gifts LINE 3204 \_\_\_\_\_ \$28,000**

Vermont Gifts represents those contributions given without specific designation for the Conference's mission. They may come from individuals, churches, associations, or outside organizations.



### **Synod Travel Pool LINE 3212 \_\_\_\_\_ \$0**



This income line represents an allowance provided by the United Church of Christ to help defray expenses for travel to General Synod, as well as contributions made by Associations and local churches toward their delegate's expenses. There being no Synod scheduled for 2012, we do not expect any income on this line.

### **Per Capita Income LINE 3300 \_\_\_\_\_ \$150,000**

Per Capita Income is one of the ways our churches demonstrate covenant. Historically it provides a vehicle for each church to provide a minimum level of support. The rate for 2011 is



Index (CPI).

\$11.54 per member, with the associations assessing an additional amount. The amount increases each year based on the Consumer Price

### Unrestricted Fund

**LINE 3405** \_\_\_\_\_ **\$47,764**

This line represents the income drawn from our Unrestricted Fund Investment account. The amount is determined by a formula typically used by non-profit institutions. See page 3 for more detail on how this amount is calculated.



### Interest on Operating Checking

**LINE 3502** \_\_\_\_\_ **\$900**

Our checking account at Randolph National Bank earns interest throughout the year, which is used as general income. A portion of the funds are in a money market account, which earns additional interest.

### Restricted Fund Income

**LINE 3508** \_\_\_\_\_ **\$2,400**

A portion of one of the Conference's investment accounts, *Restricted Gift #8*, provides income to be used for the operating budget of the Conference. This produces about \$2,400 of income per year.

### Annual Meeting Income

**LINE 3604** \_\_\_\_\_ **\$30,000**

The Annual Meeting is self supporting by collecting registration fees to attend the Meeting. Beginning in 2009, all Annual Meeting accounting was brought back into the Conference budget. The Annual Meeting funding is a 'wash', as the income and expenses are expected to offset each other. There is a like amount in the expense budget under line 8710.

### Additional Draw Unrestricted Fund

**LINE 3404** \_\_\_\_\_ **\$0**

In the event that an additional amount is withdrawn from the Unrestricted Fund during the year, it is shown on this income line. See page 2 for details on replenishing this overage (if taken).

### Miscellaneous Income

**LINE 3507** \_\_\_\_\_ **\$0**

Income which is received during the fiscal year which is unplanned, and has no other appropriate category, is assigned to this line.

### Outdoor Ministries Fund Special Transfer

**LINE 3503** \_\_\_\_\_ **\$0**



An investment account holds the proceeds of the sale of Camp Wihakowi (the former Conference camp), and money is withdrawn from this account to meet our covenantal relationship with the Covenant Hills Camp and the New England Annual Conference, UMC. We contribute \$8,000 per year to support the operation of the camp. In past years, this amount was taken from the investment account, and drawing at that rate was not sustainable. Beginning in 2009, we reduced by \$2,000 per year the amount taken from the investment, supplementing it with funds from the Christian Education Department's operating budget. In 2012, the entire \$8,000 will come from the Department's operating budget, and none from the investment account. We are exploring ways we might rebuild this investment, so it could support our commitment to camping on its own in the future.

**Atkinson Fund Income**  
**LINE 9102\_\_\_\_\_ \$2,900**

With the sale of the Atkinson Retreat Center, the proceeds, in accordance with the bequest, have been added to the existing Atkinson Investment Account. The income from the investment is now split equally between the Vermont Conference, UCC Local Church Ministries, and UCC Wider Church Ministries. This line

represents our portion of the income. This line, beginning in 2012, also includes the Miller Fund income, which also supported the Atkinson Retreat Center in the past.

**Department of Church and Ministry Income**  
**LINE 0002\_\_\_\_\_ \$6,200**

The department earns operating income through events including minister's convocation and workshops such as Congregational Growth



workshops. This income offsets the costs for these events, which are meant to be self supporting. The department also

receives income to support special funds such as the Ida Thorpe Scholarship Fund and the Fairbanks Education Board Fund, which provide scholarship assistance for in-care seminary students, ordained pastors, and lay ministers.

**Department of Christian Education Income**  
**LINE 0004\_\_\_\_\_ \$13,000**

The largest single form of income for the department is tuition for the Vermont



Academy of Spiritual Training (VAST). This income makes VAST self supporting. Other income includes donations from churches and members toward camping programs and the Resource Center.

## **Expenditures**

*The Conference is involved with mission in many ways. In the United Church of Christ, we affirm that, although the congregation is the fundamental unit of mission, mission is not just local. We are connected to one another, across boundaries of neighborhood, class, race, and national border. Our Expense budget seeks to do ministry and mission both within and outside the borders of our state.*



### **OCWM Basic Support to National** **LINE 3004 \_\_\_\_\_ \$154,000**

The Vermont Conference sends 35% of all contributions to Basic Support for Our Church's Wider Mission (OCWM) to support the national and global work of the United Church of Christ. More than 50% of Our Church's Wider Mission funds sent to the UCC are spent on the assistance, expertise, tools and support needed



to keep local UCC churches effective, strong, and growing: pastoral placement; education for preschoolers through adult, worship materials for every occasion,

theological background and biblical interpretation for pastors, training in everything from welcoming the stranger to handling church finances—and lots more. Additionally, the UCC uses our contributions to support such things as Justice and Witness Ministries, Global Mission, Communications, and Covenantal relations.

### **Department of Church and Ministry** **LINE 4000 \_\_\_\_\_ \$8,700**

The local church and the local pastor are at the heart of the United Church of Christ. The Vermont Conference seeks to promote the vitality and well being of churches and pastors, to maintain the standards that are inherent within the covenant we are all partners in, and insure fair and just treatment for all. The Department of Church and Ministry works to carry out this ministry through the efforts of such committees as Church Growth, Healing, Women's Fellowship, Ministerial Standing and Standards, Continuing Education, Ministerial Compensation, and a Convocation Committee which offers pastors an annual renewal and fellowship opportunity.

### **Department of Mission** **LINE 5000 \_\_\_\_\_ \$12,850**

The principal means of the Vermont Conference doing mission within Vermont is the local church and their individual members. Outside Vermont it is the national church. In between these two are the Associations and the Conference.

Since the Conference is the same geographic area as the State and many mission needs interact with state agencies, or other statewide organizations, the Conference Department of Mission is the unit that is in a position to respond to these needs and/or bring local church's attention to these needs.

The Department of Mission budget continues to support the long-term priorities of the Vermont Conference by addressing issues concerning the disadvantaged within our society and issues of justice. Examples include Prison Justice work, Peace Advocacy, support for the Vermont Low Income Advocacy Council, and Diversity.

### Department of Christian Education

**LINE 6000** \_\_\_\_\_ **\$23,100**

The Christian Education Department plans conference wide opportunities for those who work in churches with children, youth and adult Christian education. Now in its third decade, the Vermont Academy of Spiritual Training (VAST) is designed for laypersons, Licensed Ministers, and Certified Educators who wish to develop a greater understanding of the Christian faith. The VAST program is self supporting due to tuition paid by the students. Part of this line also provides for new print and audio-visual resources for the Resource Center, located in the Conference Office in Randolph. Also supported are the New England Association of United Church Educators, Partners in Education, Vermont Association of United Church Educators events, and operating support to Covenant Hills Christian Camp.

### Department of Stewardship

**LINE 7000** \_\_\_\_\_ **\$65,450**

The Stewardship expense budget provides for the "nuts and bolts" of the Conference, including such things as the mortgage on the Conference office, heat, utilities, insurance, taxes, property maintenance and the like. This line also includes \$9,000 in assistance to the Atkinson Residence Home in Newbury, support for the OCWM, Planned Giving, Finance, and Investment Committees, and an allowance for legal fees and annual financial audits.

### Compensation of Staff

**LINE 8000** \_\_\_\_\_ **\$339,000**

This section contains the salaries, housing allowances, pension, health and dental, life insurance, social security offset, continuing education and workers compensation insurance for the Conference Staff. This 2012 budget allows for expected increases in health benefit costs, and also a targeted 2% increase in salary.

### Staff Travel and Expenses

**LINE 8243** \_\_\_\_\_ **\$36,500**

The work of the Conference Staff would not be possible without the ability to travel the Green Mountain State to meet with churches,



associations, and members. In addition, the Conference Minister travels to the National offices of the

UCC during the year for meetings and consultations.

of that allowed by the approved operating budget, this line would show the repayment plan. See page 3 for more detail.

### **Conference Office Operations**

**LINE 8401 \_\_\_\_\_ \$34,514**

This area contains resources to support the functioning of the Conference Office in Randolph, including the copier lease, printing, postage, office supplies, telephones, computer maintenance and replacements, payroll service, custodial services, and website related costs.



### **Conference Operations**

**LINE 8550 \_\_\_\_\_ \$17,050**

In this line are conference wide costs that don't belong to a department. It includes such things as General Synod expenses, payout of the Association share of Per Capita collections, Annual reports, support to the Board of Directors and the Personnel and Nominating Committees.

### **Annual Meeting Expenses**

**LINE 8710 \_\_\_\_\_ \$30,000**

This expense line is for the Conference Annual Meeting, and corresponds to income line 3405. The Annual Meeting is expected to be self-supporting.

### **Repayment to Unrestricted Fund**

**LINE 9800 \_\_\_\_\_ \$0**

In the event that any funds are drawn from the Unrestricted Fund in excess

**TEMPORARILY  
RESTRICTED ASSET  
ACCOUNTS (SPECIAL  
FUNDS) & INVESTMENT  
ACCOUNTS LIST  
VERMONT CONFERENCE,  
UCC**

**PASS THROUGH ACCOUNTS**

**Christmas Fund**

Description: Contributions to the Christmas Fund (Veterans of the Cross) are placed in this account as they are received by the churches and forwarded monthly to the UCC.

**One Great Hour of Sharing**

Description: Contributions to the One Great Hour of Sharing offering are placed in this account as they are received by the churches and forwarded monthly to the UCC.

**Neighbors in Need**

Description: Contributions to the Neighbors in Need (NIN) fund are placed in this account as they are received from the churches and forwarded monthly to the UCC.

**Hunger Fund**

Description: The Hunger Action Fund offering is *no longer being collected* by the UCC. It is now part of the One Great Hour of Sharing offering.

**Directed Gifts UCC Fund**

Description: Contributions from churches that are earmarked for specific UCC

agencies such as Emmaus Homes, Ryder Hospital etc are placed in this account as they are received from the churches. These contributions are forwarded monthly to the UCC.

**Directed Gifts - Others Fund**

Description: This account temporarily held funds sent to the Conference for non-UCC agencies such as Church World Service or Heifer Project. Beginning in 2010, we now request that churches *send donations directly to these agencies*. This allows for them to be received in a timelier manner, and removes confusion about the identity of the actual donor.

**Strengthen the Church Fund**

Description: Contributions to the Strengthen the Church offering are placed in this account as they are received by the churches. 50% is transferred to the Vermont Strengthen the Church fund, and the remaining amount is forwarded monthly to the UCC.

**Peace Offering**

Description: The Just Peace Appeal offering is *no longer being collected* by the UCC. It is now part of the Neighbors in Need special offering.

**Dillard University Henderson  
Scholarship**

Description: This account was established to hold contributions to the Henderson Scholarship that we have established at Dillard. Contributions from churches and individuals are forwarded monthly to Dillard to be added into the scholarship fund.

**Covenant Hills Scholarship**

Description: The account receives donations from churches and individuals to support scholarships for youth to attend Covenant Hills. The donations are periodically forwarded to Covenant Hills.

### Covenant Hills Donations

Description: The account receives donations from churches and individuals for unrestricted support for Covenant Hills. The donations are periodically forwarded to Covenant Hills.

### Clough CD Interest

Description: This temporary holding account receives interest from two Certificates of Deposit to benefit the East Braintree/West Brookfield and Rochester churches. The interest is forwarded when received.

### Atkinson Endowment Donations

Description: This account receives donations from churches and individuals for the Atkinson Memorial Fund investment account. It is forwarded periodically to that account.

## **LOCAL PORTIONS OF NATIONAL OFFERINGS**

### Vermont Peace Projects Fund

Description: This account holds the remainder of the former Just Peace Appeal offering. It is administered by the Department of Mission.

### Vermont Strengthen the Church Fund

Description: This account represents our 50% portion of the Strengthen the Church offering above. It remains in Vermont for use by the Conference, and is administered by the Make a Difference Grants Committee.

### Vermont Hunger Fund

Description: This account represents the remainder of the former Hunger Fund offering. It is administered by the Department of Mission.

### Vermont Neighbors in Need

Description: In the past, a portion of the NIN offering was retained. These funds have all been expended. The Department of Mission is exploring other methods to fund this ministry.

## **ASSETS ADMINISTERED BY DEPARTMENTS:**

### Healing Committee Work Fund

Description: This account was originally funded by the large financial surplus resulting from a successful 1984 workshop sponsored by the Healing Committee of the Conference. The account assists in funding future events. (*Church and Ministry*)

### Fairbanks Education Board

Description: This account represents the income received from the endowed fund of Mr. Fairbanks. It is used to provide scholarship assistance for in-care seminary students of the Conference. (*Church and Ministry*)

### Continuing Education

Description: This account represents the income received from restricted funds held by the Conference. It is used to assist persons attending continuing education events. (*Church and Ministry*)

### **Brown Continuing Education Fund**

Description: This account provides funds for continuing education for ordained clergy, bi-vocational, and licensed ministry training. The Department of Church and Ministry administers this fund in accordance with guidelines established by the UCC Parish Life and Leadership Ministry Team. (*Church and Ministry*)

### **Brown Convocation Fund**

Description: This account provides funds to support Annual Clergy Convocation. The grants are requested of, and received from, the United Church of Christ. (*Church and Ministry*)

### **Resource Center Fund**

Description: This fund is used to buy materials for the Resource Center not normally supported by the operating budget. (*Christian Education*)

### **VAST Bible Commentaries**

Description: This account was created in 1999 by the Department of Christian Education, and funded out of its expense budget, in anticipation of purchasing a set of Bible Commentaries for the VAST library. (*Christian Education*)

### **VAST Scholarship Fund**

Description: This account accepts donations to help pay tuition for VAST students. (*Christian Education*)

### **Camp About FACE**

Description: This fund was formerly used to support Camp About FACE. Since the end of the camp, the remaining funds are being used for other missional opportunities in Vermont. (*Mission*)

### **New Initiative Fund**

Description: This Fund was started with a \$2500 transfer from the Lobenstine Fund in 2002. Its purpose is to provide grants up to \$100 for churches to begin a program (or *new initiative*) whose focus was on issues of justice within their church. (*Mission*)

### **Camp Agape**

Description: This account accepts donations to support Camp Agape. (*Mission*)

### **Anti-Racism**

Description: This account was funded originally by a grant to support the work of the Uprooting Racism Task Force. The Department of Mission is working to establish guidelines and approval for the use of the remaining funds, perhaps to support the new Diversity Committee. (*Mission*)

### **God is Still Speaking**

Description: This funds represents donations from individuals, churches, and Associations to support “God is Still Speaking”, stewardship and vitality events, and materials. (*Stewardship*)

### **Property Maintenance/Repair**

Description: This account reserves funds for significant maintenance and/or repairs to the Conference office in Randolph. A small amount from the Stewardship Department budget is added to this fund each year. (*Stewardship*)

**ASSETS DISTRIBUTED BY  
CONFERENCE STAFF OR  
THE BOARD OF  
DIRECTORS:**

**Fairbanks Board Relief**

Description: This account represents the income received from the investment account of the same name. The purpose of this fund is to provide emergency assistance to clergy.

**Ida Thorpe Scholarship**

Description: This account represents the income received from the endowed fund given by Ida Thorpe. It is used to provide scholarship assistance for a variety of purposes.

**Gardner Cottle Fund**

Description: This account represents the income received from the restricted fund of the same name. According to the terms of the fund, “the income only to be used at the sole discretion of the Conference Executive Officer for the purposes which the churches and the Conference would normally support not otherwise mentioned in their annual budget.”

**Ministerial Assistance Fund**

Description: The account holds funds for the assistance of ordained and lay clergy for one time special needs.

**Retired Minister’s Reserve**

Description: This account represents income received from a John Sheldon trust fund held at Glens Falls National Bank. We

are one of many beneficiaries of this account. It is used to assist retired ministers.

**Lobenstine Fund**

Description: This account was funded originally by a bequest from Gail Lobenstine. It is used at the initiative of the Department of Mission for expenditures that are approved by the Board of Directors.

**Stewardship Fund**

Description: This fund provides for the development of additional financial resources.

**Disaster Planning Grant Fund**

Description: This account was funded by a \$5000 grant from the National UCC Executive of National Disaster Ministries. Its purpose is to support the development and implementation of a Disaster Plan for the Vermont Conference, and support Disaster Response Coordinator expenses.

**Make a Difference Grants**

Description: This account holds the available grant money to be disbursed by the Make a Difference Grant Committee. The purpose of the program is support of ministries in three categories – Caring for Clergy, Caring for Churches, and Caring for Community.

**General Synod Fund**

Description: This fund helps to prevent a ‘pogo stick’ effect on the Conference budget, as Synod is held every two years. A like amount is added to this fund every year, estimated at half of Synod delegate expenses. Delegate expenses are then paid from this account.

## Winooski Fund

Description: This fund, #733, held and invested by Fletcher Allen Health Care, is used to assist ministers of the Vermont Conference and their families in the payment of expenses arising from medical treatment (in-patient) at the hospital.

Ministers may submit a request for assistance to the Conference office for review, after which, if approved, it will be forwarded to Fletcher Allen Health Care with a cover letter.

## **Investment Accounts**

### **Unrestricted Fund**

**Description:** This account represents the total of the invested unrestricted monies of the Conference. This money is invested in TD Wealth Management Investment fund #6. The investment of the fund is under the direction of our TD Wealth Management Financial Advisor as directed by the Vermont Conference Investment Committee. Money from this fund is withdrawn annually to provide income for the Conference budget in accordance with the four year trailing formula explained on page 3.

**Investment Strategy:** Account is managed for total return, with approx. 65% invested in equities and 35% in fixed income and short term cash management funds.

### **Atkinson Memorial Fund**

**Description:** This account is formally the Catherine M. Bartlett Atkinson Memorial Fund. This money is invested in TD Wealth Management Investment Fund #1. Along with a home in Newbury, Vermont, the fund was given to the Conference for providing retreats, meeting, and vacation opportunities. In 2008 the Retreat Center was closed, and the property sold in 2009. During 2009, the net proceeds from the sale were added to this account, and in accordance with Mrs. Atkinson's will, the income will be equally divided between the Conference, Local Church Ministries (UCC) and Wider Church Ministries (UCC).

**Investment Strategy:** Account is managed for fixed income, with approx. 100% invested in fixed income, with a small amount in short term cash management funds.

### **Congregational Woman's Home Missionary Union of Vermont**

**Description:** This account was created by the women of Vermont. This money is invested in TD Wealth Management Investment Fund #2.

**Investment Strategy:** Account is managed for fixed income, with approx. 100% invested in fixed income, with a small amount in short term cash management funds.

### **Fairbanks Board for Relief of Ministers**

**Description:** This account was created by funds donated by Joseph P. Fairbanks. The income from this account is used for emergency assistance to clergy. This money is invested in TD Wealth Management Investment Fund #3.

**Investment Strategy:** Account is managed for fixed income, with approx. 100% invested in fixed income, with a small amount in short term cash management funds.

### **Fairbanks Education Board**

**Description:** This account was created by funds donated by Joseph P. Fairbanks. The income from this account is used for seminary students from Vermont. This money is invested in TD Wealth Management Investment Fund #4.

**Investment Strategy:** Account is managed for fixed income, with approx. 100% invested in fixed income, with a small amount in short term cash management funds.

## **Vermont Branch Women's Board Missions**

**Description:** This account was created by funds of the legacy of Mary L. Bowers. The income from this account is used to support basic Support for Our Church's Wider Mission. This money is invested in TD Wealth Management Investment Fund #5.

**Investment Strategy:** Account is managed for fixed income, with approx. 100% invested in fixed income, with a small amount in short term cash management funds.

## **The Outdoor Ministries Fund**

**Description:** This account was created by the proceeds from the sale of Camp Wihakowi. Monies from this account are withdrawn annually to support Covenant Hills Camp. Current withdrawals exceed income, and the principle is decreasing. Beginning in 2009, support for Covenant Hills is being shifted to the Christian Education Department's operating budget while options are explored. This money is invested in TD Wealth Management Investment Fund #7.

**Investment Strategy:** Account is managed for total return, with approx. 65% invested in equities and 35% in fixed income and short term cash management funds.

## **Vermont Conference Restricted Gift**

**Description:** This account was created as a result of transferring \$348,434.47 from the Unrestricted Fund. On June 15, 2000, \$10,000 was added from an endowment from the state of Erastus Fairbanks. These funds were separated due to their restricted use. The income from this fund is paid to over 50 churches, and also 12 accounts which benefit the Conference budget; including: the Cottle Fund, Continuing

Education Fund, Vermont Gifts, Convocation, Atkinson Retreat Center, Ida Thorpe and Basic Support. This money is invested in TD Wealth Management Investment Fund #8.

**Investment Strategy:** Account is managed for fixed income, with approx. 95% invested in fixed income, 5% in equities, with a small amount in short term cash management funds.

## **Make A Difference**

**Description:** This fund consists of the Vermont portion of the National UCC Make a Difference Campaign held from 1992-1996 on pledges from 60 Vermont Conference Churches and numerous individuals. The income from this account is to be used for ministries in three categories – Caring for Clergy, Caring for Churches, and Caring for Community. This money is invested in TD Wealth Management Investment Fund #9.

**Investment Strategy:** Account is managed for total return, with approx. 35% invested in fixed income, 65% in equities, with a small amount in short term cash management funds.

## **Powell Memorial Fund**

**Description:** This fund was opened in 2009 with a \$10,000 bequest from the estate of Norman Powell, in memory of Reverend Ruth and Norman Powell. Ruth Powell served 7 pastorates in the Vermont Conference, and served in many other ways as well, including as the chairperson of the Conference Board of Directors and state president of Church Women United. The income from this account is to be used by the Conference Minister(s) to help needy ordained ministers who hold standing in the Vermont Conference. This money is invested in TD Wealth Management Investment Fund #10.

**Investment Strategy:** Account is managed for fixed income, with approx. 100% invested in fixed income, with a small amount in short term cash management funds.

### **Clough Funds**

**Description:** This fund consists of money given by a Mr. Clough for the benefit of the Rochester and East Braintree/West Brookfield churches. This money is invested in Certificates of Deposit with Keybank. These funds are kept separate from other restricted funds for legal reasons related to the establishment of the funds by the court.

**Investment Strategy:** These funds have been invested by the Conference in certificates of deposit.

### **Invest Covenant Hills Fund**

**Description:** In 1989, \$25,000 was withdrawn from the Wihakowi Investment Fund and loaned, interest free, to the Troy Conference. There are various repayment provisions, depending on whether the Vermont Conference or Troy Conference ends the covenant regarding the camping arrangement.

**Investment Strategy:** n/a

### **VT Community Loan**

#### **Programs**

**Description:** Since 1998, the Conference has invested in the Vermont Community Loan Fund by withdrawing money from account #6 at TD Wealth Management. The Loan Funds provide loans for affordable housing, community services, and sustainable economic development in Vermont. We are currently invested in The Vermont Community Loan Fund. They earn nominal interest. The total amount invested, as of January 2011, is \$15,000.

Vermont Conference United Church of Christ 2011-2012 Yearbook

<b>Temporarily Restricted Assets</b>	<b>Beginning Balance 1/1/2010</b>	<b>Income During 2010</b>	<b>Expended During 2010</b>	<b>Ending Balance 12/31/2010</b>	<b>Change During 2010</b>
<b>Pass Through Accounts:</b>					
Christmas Fund	\$0.00	\$22,724.87	\$22,724.87	\$0.00	0.00
One Great Hour of Sharing	\$0.00	\$93,729.59	\$93,729.59	\$0.00	0.00
Neighbors in need	\$0.00	\$32,122.03	\$32,122.03	\$0.00	0.00
Hunger fund	\$0.00	\$100.00	\$100.00	\$0.00	0.00
Directed gifts (UCC)	\$0.00	\$11,745.56	\$11,745.56	\$0.00	0.00
Directed gifts others	\$0.00	\$12,629.94	\$12,629.94	\$0.00	0.00
Strengthen the church	\$0.00	\$5,326.98	\$5,326.98	\$0.00	0.00
Peace Offering	\$0.00			\$0.00	0.00
Dillard U-Henderson Sch.	\$0.00	\$4,013.04	\$4,013.04	\$0.00	0.00
Covenant Hills Scholarship	\$0.00	\$495.00	\$495.00	\$0.00	0.00
Covenant Hills Donation	\$1,104.46	\$2,341.65	\$3,446.11	\$0.00	(1,104.46)
Miller and other Atkinson Income	\$0.00			\$0.00	0.00
Atkinson Memorial Fund	\$0.00			\$0.00	0.00
Clough CD Interest	\$0.00	\$154.34	\$154.34	\$0.00	0.00
Atkinson Endowment Donation	\$0.00			\$0.00	0.00
<b>Local Portions of National Offerings:</b>					
VT Peace projects (Mission)	\$578.55			\$578.55	0.00
VT Strengthen the Church (MAD)	\$2,984.95	\$2,663.50	\$3,852.04	\$1,796.41	(1,188.54)
VT Hunger (Mission)	\$290.07	\$2,025.00	\$2,000.00	\$315.07	25.00
VT Neighbors in Need	-\$114.04	\$114.04		\$0.00	114.04
<b>Assets controlled by Departments:</b>					
Healing committee workshop (C&M)	\$2,859.95	\$575.00	\$631.55	\$2,803.40	(56.55)
Fairbanks Education Board (C&M)	\$10,993.34	\$926.74	\$86.40	\$11,833.68	840.34
Continuing education (C&M)	\$948.86	\$689.17		\$1,638.03	689.17
Brown Continuing Education (C&M)	\$3,136.78	\$1,000.00	\$1,977.25	\$2,159.53	(977.25)
Brown Convocation Fund (C&M)	\$443.28		\$220.00	\$223.28	(220.00)
Resource Center Fund (CE)	\$1,341.02	\$277.18	\$208.60	\$1,409.60	68.58
VAST Bible Comm's (CE)	\$10.00			\$10.00	0.00
VAST Scholarships (CE)	\$3,338.19	\$142.00		\$3,480.19	142.00
Camp About Face (Mission)	\$2,611.67		\$250.63	\$2,361.04	(250.63)
New Initiative (Mission)	\$700.00			\$700.00	0.00
Camp Agape (Mission)	\$0.00	\$815.41	\$1,015.41	-\$200.00	(200.00)
Anti-racism (Mission)	\$4,964.98		\$1,396.89	\$3,568.09	(1,396.89)
God is Still Speaking (Stewardship)	\$2,052.04	\$1,000.00	\$1,825.72	\$1,226.32	(825.72)
Property Maint/Repair (Stewardship)	\$1,800.00	\$750.00		\$2,550.00	750.00
<b>Assets Distributed by Conference Staff or BoD</b>					
Fairbanks Board Relief	\$10,858.31	\$1,013.70		\$11,872.01	1,013.70
Ida Thorp scholarship	\$6,353.66	\$1,402.35	\$1,100.00	\$6,656.01	302.35
Gardner Cottle Fund	\$1,119.62	\$213.81	\$100.00	\$1,233.43	113.81
Ministerial assistance fund	\$8,046.15		\$1,500.00	\$6,546.15	(1,500.00)
Restricted memorial interest	\$9,510.90			\$9,510.90	0.00
Retired ministers reserve	\$48,025.18	\$4,662.63		\$52,687.81	4,662.63
Lobenstine Fund	\$5,432.85			\$5,432.85	0.00
Stewardship Fund	\$0.00			\$0.00	0.00
Disaster Plan	\$1,993.57			\$1,993.57	0.00
Make a Difference Grant Committee	\$0.00			\$0.00	0.00
General Synod Fund	\$0.00	\$4,500.00	\$1,800.00	\$2,700.00	2,700.00
<b>Total</b>	<b>\$131,384.34</b>	<b>\$208,153.53</b>	<b>\$204,451.95</b>	<b>\$135,085.92</b>	<b>3,701.58</b>

**REPORT OF THE REGISTRAR****Financial contributions from the churches total:**

	<b>2009</b>	<b>2010</b>	<b>Change in \$</b>	<b>Change in %</b>
Basic Support	\$438,530	\$411,177	-\$27,353	-6.2%
Per Capita	\$138,280	\$144,154	\$5,874	4.2%
Friends of Conf (VT Gifts)	\$15,388	\$33,683	\$18,294	118.9%
Neighbors in Need	\$28,350	\$32,122	\$3,772	13.3%
Christmas Fund	\$21,599	\$22,725	\$1,126	5.2%
Hunger Fund	\$200	\$100	-\$100	-50.0%
One Great Hour of Sharing	\$48,904	\$93,730	\$44,826	91.7%
Strengthen the Church	\$4,126	\$5,327	\$1,200	29.1%
Just Peace Appeal	\$100	\$0	-\$100	
Directed Gifts, UCC	\$7,117	\$11,746	\$4,629	65.0%
Directed Gifts, non-UCC	\$13,600	\$12,630	-\$970	-7.1%
<b>Totals</b>	<b>\$716,193</b>	<b>\$767,393</b>	<b>\$51,199</b>	<b>7.15%</b>

<b>GOALS FOR BASIC SUPPORT FROM LOCAL CHURCHES:</b>							
The Conference continues to encourage each church to increase its Basic Support for Our							
Church's Wider Mission by 1% per year of its operating budget expenses; moving toward							
a full tithe (10%) and beyond if possible.							
Churches achieving either or both these goals for 2010 are <b>noted in boldface</b> type.							
Federated (F) and Dual Aligned (D) churches meet the tithe goal at 5%.							
		<b>NUMBER</b>	<b>CURRENT</b>	<b>BASIC</b>	<b>BASIC</b>	<b>POINT</b>	<b>POINT</b>
		<b>UCC</b>	<b>EXPENSES</b>	<b>SUPPORT</b>	<b>AS % OF</b>	<b>2009</b>	<b>CHANGE</b>
<b>Ch. #</b>	<b>CHURCH</b>	<b>MEMBERS</b>	<b>2010</b>	<b>2010</b>	<b>2010</b>	<b>%</b>	<b>2009-2010</b>
0020	<i>Ascutney</i>	71	65,121	900	1.4%	2.1%	-0.7%
0035	<i>Bakersfield/Fairfield</i>	35	40,222	0	0.0%	0.0%	0.0%
0050	Barre	274	215,455	7,104	3.3%	2.9%	0.4%
0060	Barton - (F)	49	41,400	507	1.2%	1.3%	0.0%
0070	Bellows Falls	33	69,148	700	1.0%	0.8%	0.2%
0075	<i>Belvidere</i>	16		0			
0090	<b>Bennington</b>	263	175,022	19,247	<b>11.0%</b>	12.2%	-1.2%
0100	Benson	33	38,017	200	0.5%	0.5%	0.0%
0120	Berlin	80	61,940	0	0.0%	1.6%	-1.6%
0125	<i>East Bethel</i>	18	9,000	0	0.0%	0.0%	0.0%
0130	<i>Bethel - (F)</i>	97	75,611	1,200	1.6%	1.6%	0.0%
0140	Bradford	82	50,500	4,000	7.9%	<b>13.3%</b>	-5.4%
0160	<b>Brandon</b>	165	114,636	4,773	4.2%	1.7%	<b>2.4%</b>
0170	<b>Brattleboro, Centre</b>	298	207,221	20,722	<b>10.0%</b>	9.3%	0.7%
0190	<b>Brattleboro, First</b>	172	97,012	4,512	4.7%	2.8%	<b>1.8%</b>
0200	Bridgewater	42	35,340	740	2.1%	2.0%	0.1%
0220	<i>Bristol - (F)</i>	27	75,904	264	0.3%	0.0%	0.3%
0230	Brookfield	33	49,270	400	0.8%	0.8%	0.0%
0240	<i>Brownington</i>	48	32,758	0	0.0%	<b>13.4%</b>	-13.4%
0250	Burlington, College Street	314	326,877	26,906	8.2%	<b>10.0%</b>	-1.8%
0260	Burlington, First	937	569,559	15,000	2.6%	3.0%	-0.4%
0270	<i>Cabot - (F)</i>	44	66,961	100	0.1%	0.0%	0.1%
0300	Castleton - (F)	89	69,725	500	0.7%	0.0%	0.7%
0310	Charlotte	236	187,642	9,000	4.8%	5.4%	-0.6%
0320	Chelsea - (F)	16	140,737	175	0.1%	0.8%	-0.6%
0340	Colchester (Mallets Bay)	95	73,654	1,000	1.4%	2.0%	-0.6%
0360	Cornwall	62	69,830	1,000	1.4%	1.5%	0.0%
0370	<i>Coventry</i>	2	5,303	0	0.0%	0.0%	0.0%
0380	<b>Craftsbury - (D)</b>	40	78,847	1,500	1.9%	0.7%	<b>1.2%</b>
0385	Shrewsbury - Community	29	31,565	300	1.0%	0.8%	0.1%
0390	Danville	146	130,922	8,950	6.8%	6.3%	0.5%
0410	Dorset	328	299,374	9,000	3.0%	3.4%	-0.4%

Vermont Conference United Church of Christ 2011-2012 Yearbook

		NUMBER	CURRENT	BASIC	BASIC		POINT
		UCC	EXPENSES	SUPPORT	AS % OF		CHANGE
Ch. #	CHURCH	MEMBERS	2010	2010	CURRENT	2009	IN %
					2010	%	2009-2010
0420	Dummerston	65	71,411	5,000	7.0%	8.4%	-1.4%
0430	<i>Duxbury</i>	0	0	0			
0440	<b>East Arlington - (F)</b>	73	107,837	3,431	3.2%	0.7%	<b>2.5%</b>
0480	East Braintree/W Brookfield	8	4,314	0	0.0%	0	0.0%
0490	<i>East Brookfield</i>	29	15,793	500	3.2%	6.3%	-3.2%
0500	East Burke	52	39,682	0	0.0%	0.8%	-0.8%
0510	<i>East Charleston</i>	21	20,751	500	2.4%	1.8%	0.6%
0520	East Corinth	106	59,265	2,542	4.3%	5.2%	-1.0%
0550	<i>East Hardwick</i>	15	7,573	0	0.0%	0.0%	0.0%
0557	<i>East Montpelier, OMH (F)</i>	108	118,556	4,000	3.4%	3.4%	0.0%
0560	<i>East St. Johnsbury Third</i>	30	46,233	0	0.0%	0.0%	0.0%
0570	<i>Eden Mills</i>	0	0	0			
0590	Essex Junction	477	326,049	16,300	5.0%	5.3%	-0.3%
0600	<b>Fair Haven</b>	148	61,324	3,234	5.3%	<b>4.0%</b>	<b>1.3%</b>
0650	<i>Grafton - (D)</i>	39	67,375	0	0.0%	0.0%	0.0%
0660	Granby	20	1,890	0	0.0%	0.0%	0.0%
0670	<i>Greensboro</i>	113	96,064	2,000	2.1%	4.2%	-2.1%
0690	<i>Guilford</i>	147	140,301	3,900	2.8%	2.8%	0.0%
0695	Hancock/Granville	37	6,264	0	0.0%		
0700	Hardwick - (F)	12	88,786	1,233	1.4%	0.9%	0.4%
0710	Hartford	129	54,584	1,000	1.8%	<b>2.6%</b>	-0.8%
0720	<b>Hartland</b>	153	101,379	6,378	6.3%	4.4%	<b>1.9%</b>
0730	<b>Hinesburg - (F)</b>	30	95,542	1,200	1.3%	0.0%	<b>1.3%</b>
0750	<b>Hubbardton</b>	29	13,450	250	1.9%	0.0%	<b>1.9%</b>
0760	Hyde Park	109	63,790	500	0.8%	1.4%	-0.6%
0770	<i>Irasburg - (F)</i>	46	38,035	0	0.0%	<b>1.1%</b>	-1.1%
0800	<i>Jamaica - (D)</i>	4	46,684	56	0.1%	0.0%	0.1%
0810	Jeffersonville	69	86,353	634	0.7%	1.6%	-0.9%
0850	Londonderry	111	143,112	4,084	2.9%	4.1%	-1.3%
0870	<i>Lower Waterford</i>	15	19,423	0	0.0%	0.0%	0.0%
0880	Ludlow - (F)	75	56,854	0	0.0%	0.0%	0.0%
0910	<i>Lyndonville</i>	123	99,042	0	0.0%	2.4%	-2.4%
0920	<i>McIndoe Falls</i>	15	0	0			
0930	Manchester	231	302,792	5,000	1.7%	1.8%	-0.1%

Vermont Conference United Church of Christ 2011-2012 Yearbook

		NUMBER	CURRENT	BASIC	BASIC		POINT
		UCC	EXPENSES	SUPPORT	AS % OF	2009	CHANGE
Ch. #	CHURCH	MEMBERS	2010	2010	2010	%	2009-2010
0940	Marlboro	26	22,182	0	0.0%	0.0%	0.0%
0950	Marshfield - (F)	14	22,558	500	2.2%	3.3%	-1.1%
0960	Middlebury	263	275,176	12,500	4.5%	5.0%	-0.5%
0980	Milton - (F)	161	255,890	0	0.0%	0.0%	0.0%
0990	Montpelier, Bethany	209	260,863	14,669	5.6%	5.3%	0.3%
1010	Morrisville	100	102,133	250	0.2%	0.0%	0.2%
1020	Newbury	89	48,937	469	1.0%	0.7%	0.3%
1030	Newfane	75	97,720	0	0.0%	1.4%	-1.4%
1040	New Haven	55	30,070	0	0.0%	0.0%	0.0%
1050	Newport - (F)	177	137,984	6,342	4.6%	4.6%	0.0%
1060	North Bennington	34	63,217	500	0.8%	0.9%	-0.1%
1070	Northfield - (F)	84	93,398	2,750	2.9%	2.9%	0.0%
1080	North Hyde Park	37	11,321	250	2.2%	2.6%	-0.4%
1090	North Pomfret	86	82,769	1,500	1.8%	3.9%	-2.1%
1115	Thetford, United - (F)	40	64,853	750	1.2%	1.3%	-0.2%
1130	<b>Norwich</b>	306	275,830	20,000	7.3%	4.4%	<b>2.9%</b>
1140	Orleans Federated - (D)	57	43,857	0	0.0%	0.0%	0.0%
1160	Pawlet - (D)	62	54,084	400	0.7%	0.0%	0.7%
1175	Perkinsville	23	38,345	0	0.0%		
1180	Peru	79	19,000	0	0.0%		
1190	Pittsfield - (F)	46	55,055	0	0.0%	3.6%	-3.6%
1200	Pittsford	102	82,462	2,500	3.0%	5.9%	-2.8%
1210	Post Mills	62	41,453	2,000	4.8%	4.8%	0.0%
1230	Quechee	57	84,124	1,500	1.8%	1.8%	0.0%
1240	Randolph, Bethany	289	299,986	15,000	5.0%	5.8%	-0.8%
1250	<b>Randolph Center</b>	24	20,580	2,600	<b>12.6%</b>	12.7%	-0.1%
1260	Richmond	343	150,847	8,000	5.3%	5.3%	0.0%
1270	<b>Rochester - (F)</b>	146	114,245	5,921	<b>5.2%</b>	5.8%	-0.6%
1280	Roxbury	7	12,326	0	0.0%	0.0%	0.0%
1290	Royalton	17	13,974	100	0.7%	0.9%	-0.2%
1300	Rupert	45	33,723	0	0.0%	0.0%	0.0%
1310	Rutland	887	589,121	27,168	4.6%	7.2%	-2.6%
1320	St. Albans	105	138,200	0	0.0%	0.0%	0.0%
1330	<b>St. Johnsbury, North</b>	241	175,339	13,165	7.5%	4.4%	<b>3.1%</b>
1340	St. Johnsbury, South	140	137,133	0	0.0%	0.3%	-0.3%
1360	Salisbury	58	6,740	0			
1370	Saxtons River - (F)	72	75,537	600	0.8%	0.7%	0.1%
1380	Sharon	131	68,939	100	0.1%	0.0%	0.1%
1390	Sherburne	14	16,778	0	0.0%	0.0%	0.0%

Vermont Conference United Church of Christ 2011-2012 Yearbook

		NUMBER	CURRENT	BASIC	BASIC		POINT
		UCC	EXPENSES	SUPPORT	AS % OF	2009	CHANGE
Ch. #	CHURCH	MEMBERS	2010	2010	2010	%	2009-2010
1400	Shoreham	21	24,293	0	0.0%	0.0%	0.0%
1410	Simonsville	5	0	0			
1420	South Hero	189	115,594	4,700	4.1%	4.1%	0.0%
1430	South Royalton - (D)	104	45,706	0	0.0%	0.0%	0.0%
1450	<i>South Wardsboro</i>	7	2,010	0	0.0%	0.0%	0.0%
1460	<i>South Woodbury</i>	12	1,345	0	0.0%	0.0%	0.0%
1470	Springfield	218	138,160	11,201	8.1%	<b>9.8%</b>	-1.6%
1480	Strafford - (D)	43	68,550	500	0.7%	0.9%	-0.1%
1490	Sudbury	13	2,725	0	0.0%	0.0%	0.0%
1510	Thetford, First	139	121,997	3,000	2.5%	2.3%	0.2%
1520	<i>Townshend - (D)</i>	34	50,727	0	0.0%	0.0%	0.0%
1540	Tunbridge	24	60,195	0	0.0%	0.0%	0.0%
1550	Tyson	27	0	0			
1560	Underhill - (F)	105	118,152	4,568	3.9%	6.0%	-2.2%
1570	Vergennes	172	136,094	4,000	2.9%	2.5%	0.4%
1580	Waitsfield	86	103,370	2,100	2.0%	2.2%	-0.2%
1600	Warren	101	109,418	5,400	4.9%	5.9%	-0.9%
1610	Waterbury	193	163,000	12,204	7.5%	7.4%	0.1%
1620	Waterville - (F)	38	34,595	1,001	2.9%	<b>4.0%</b>	-1.1%
1640	Weathersfield	23	19,079	0	0.0%	3.0%	-3.0%
1650	Wells River	76	79,704	2,866	3.6%	4.1%	-0.5%
1670	<i>West Dover</i>	41	72,099	3,000	4.2%	<b>4.2%</b>	0.0%
1675	<i>West Fairlee, Congregational</i>	25	4,195	0	0.0%		
1680	<i>West Fairlee, Center</i>	15	2,011	0	0.0%	0.0%	0.0%
1690	<i>Westfield</i>	9		0			
1700	<i>Westford - (F)</i>	14	15,000	0			
1730	Westminster First	64	101,590	375	0.4%	0.3%	0.0%
1740	Westminster West	42	57,346	1,600	2.8%	<b>3.0%</b>	-0.2%
1750	<b>Westmore</b>	37	53,627	750	1.4%	0.4%	<b>1.0%</b>
1760	<i>West Newbury</i>	66	70,533	500	0.7%	1.1%	-0.4%
1770	<i>West Rutland</i>	17	27,299	50	0.2%	0.6%	-0.4%
1790	Weybridge	91	68,143	4,700	6.9%	5.5%	1.4%
1820	<b><i>Williamstown - (F)</i></b>	64	41,076	2,068	<b>5.0%</b>	2.9%	<b>2.1%</b>
1830	Williston - (F)	157	162,650	3,815	2.3%	3.0%	-0.7%
1840	<i>Wilmington</i>	20	42,599	0	0.0%	0.0%	0.0%
1850	<i>Windham</i>	34	17,288	0	0.0%	5.2%	-5.2%
1860	Windsor	131	108,172	1,563	1.4%	0.6%	0.9%
	<b>totals:</b>	14,033	12,260,172	409,935			
	<b>Data for churches in italics are estimates due to current expenses or membership numbers not received by Conference office. In that case, the most recent available data is shown.</b>						

Vermont Conference United Church of Christ 2011-2012 Yearbook

**JYfa cbh7 cbZfYbW 5 for 5 Churches**

church #	church name						TOTAL	TOTAL
		OCWM	OGHS	CF	NIN	STC	SP SUPPORT	SUPPORT
820090	BENNINGTON, SECOND CONGREGATIONAL CHURCH	19,246.76	4,304.00	100.00	1,909.00	100.00	6,413.00	25,659.76
820160	BRANDON, CONGREGATIONAL CHURCH	4,772.88	220.00	58.15	220.00	60.00	558.15	5,331.03
820320	CHELSEA, UNITED CHURCH	175.00	1,026.60	175.00	175.00	177.57	1,554.17	1,729.17
820380	CRAFTSBURY COMMON, UNITED CHURCH	1,500.00	741.00	80.00	353.00	111.00	1,285.00	2,785.00
820390	DANVILLE, CONGREGATIONAL	8,950.00	2,287.50	1323.79	553.25	332.50	4,497.04	13,447.04
820410	DORSET, UNITED CHURCH	9,000.00	733.00	574.00	296.00	207.00	1,810.00	10,810.00
820490	EAST BROOKFIELD, CONGREGATIONAL	500.00	559.00	340.00	115.00	60.00	1,074.00	1,574.00
820520	EAST CORINTH, CONGREGATIONAL	2,542.25	1,963.78	403.00	244.77	190.00	2,801.55	5,343.80
820590	ESSEX JUNCTION, FIRST CONGREGATIONAL	16,300.00	5,283.00	2501.00	702.00	380.00	8,866.00	25,166.00
820600	FAIR HAVEN, FIRST CONGREGATIONAL	3,233.90	1,109.25	248.75	62.00	112.00	1,532.00	4,765.90
820800	JAMAICA COMMUNITY CHURCH	56.00	267.50	62.00	51.00	50.34	430.84	486.84
821020	NEWBURY, FIRST CONGREGATIONAL	469.00	499.00	123.00	210.00	56.00	888.00	1,357.00
821160	PAWLET, COMMUNITY CHURCH	400.00	297.00	141.00	103.00	53.00	594.00	994.00
821200	PITTSFORD, CONGREGATIONAL CHURCH	2,500.00	205.00	100.00	151.00	106.00	562.00	3,062.00
821310	RUTLAND, GRACE CONGREGATIONAL CHURCH	27,167.50	5,540.65	1510.00	1,924.90	635.00	9,610.55	36,778.05
821420	SOUTH HERO, CONGREGATIONAL	4,700.00	2,946.30	1955.77	916.00	120.00	5,938.07	10,638.07
821330	ST. JOHNSBURY, NORTH CONGREGATIONAL	13,165.46	3,909.32	2392.45	2,339.00	100.00	8,740.77	21,906.23
821580	WAITSFIELD, UNITED CHURCH OF CHRIST	2,100.00	3,010.00	247.00	179.00	225.00	3,661.00	5,761.00
<b>TOTAL</b>		<b>\$116,778.75</b>	<b>\$34,901.90</b>	<b>\$12,334.91</b>	<b>\$10,503.92</b>	<b>\$3,075.41</b>	<b>\$60,816.14</b>	<b>\$177,594.89</b>
	OCWM = Basic Support for Our Church's Wider Mission							
	OGHS = One Great Hour of Sharing							
	CF = Christmas Fund (Veterans of the Cross)							
	NIN = Neighbors in Need							
	STC = Strengthen the Church							

Vermont Conference, UCC

Financial Statements

December 31, 2010 and 2009

# Independent Auditors' Report

**Julow & Weltin PLC**  
Certified Public Accountants

Vermont Conference U.C.C.

December 31, 2010 and 2009

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	<u>Exhibit</u>
Auditors' Report	
Financial Statements:	
Statements of Financial Condition	A
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**Julow & Weltin PLC**  
Certified Public Accountants

**Independent Auditors' Report**

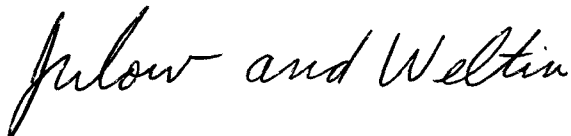
Board of Directors  
Vermont Conference U.C.C.  
Randolph, Vermont

We have audited the accompanying statements of financial position of Vermont Conference of the United Church of Christ as of December 31, 2010 and 2009, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the management of Vermont Conference of the United Church of Christ. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with accepted auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Vermont Conference of the United Church of Christ as of December 31, 2010 and 2009, and the changes in its net assets and its cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

Our audits were made for the purpose of forming an opinion on the basis financial statements taken as a whole. The supplementary information in Exhibits E through K is presented for purposes of additional analysis and is not a required part of the basis financial statements. This information has been subjected to the auditing procedures applied in the audits of the basis financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.



April 28, 2011  
License Number 92-0000148

44 Park Street, Essex Junction, VT 05452  
Michael Julow • (802) 878-2218 • mjulow@myfairpoint.net  
Elisabeth Weltin • (802) 878-1005 • eweltin@sover.net  
Fax (802) 878-6520

Vermont Conference United Church of Christ 2011-2012 Yearbook

Vermont Conference U.C.C.  
Statements of Financial Position  
December 31, 2010 & 2009

Exhibit A

Assets

	<u>12/31/10</u>	<u>12/31/09</u>
Current Assets		
Cash - Checking & Savings	\$ 122,282	\$ 115,439
Investments, at fair value		
Unrestricted	1,141,748	1,108,009
Loan to Conference Minister	15,000	15,000
Outdoor Ministries	38,481	39,051
Make A Difference	129,711	105,631
Endowment	<u>652,523</u>	<u>650,183</u>
Total Investments	<u>1,977,463</u>	<u>1,917,874</u>
Land & Office Building, at cost	506,513	506,513
Accumulated depreciation	<u>(49,485)</u>	<u>(40,655)</u>
	<u>457,028</u>	<u>465,858</u>
Other Assets		
Covenant Hills	25,000	25,000
Community Loan Fund	<u>7,287</u>	<u>7,287</u>
Total Other Assets	<u>32,287</u>	<u>32,287</u>
Total Assets	<b><u>\$ 2,589,060</u></b>	<b><u>\$ 2,531,458</u></b>

Liabilities and Net Assets

	<u>12/31/10</u>	<u>12/31/09</u>
Current Liabilities		
Income held for churches	\$ 9,401	\$ 8,364
Current maturities of mortgage loan	<u>13,395</u>	<u>13,250</u>
Total Current Liabilities	<u>22,796</u>	<u>21,614</u>
Mortgage loan, less current maturities	<u>162,248</u>	<u>176,491</u>
Net Assets		
Unrestricted	1,416,064	1,373,264
Temporarily restricted	335,429	309,906
Permanently restricted	<u>652,523</u>	<u>650,183</u>
Total Net Assets	<u>2,404,016</u>	<u>2,333,353</u>
Total Liabilities and Net Assets	<b><u>\$ 2,589,060</u></b>	<b><u>\$ 2,531,458</u></b>

See accompanying notes to financial statements.

Vermont Conference United Church of Christ 2011-2012 Yearbook

Vermont Conference U.C.C.  
 Statements of Activities  
 Years Ended December 31, 2010 & 2009

Exhibit B

**Unrestricted Net Assets**

	<u>12/31/10</u>	<u>12/31/09</u>
<b>Revenues</b>		
Contributions and bequests:		
Churches - Basic Support	\$ 411,177	\$ 438,530
Individuals	33,683	15,388
Per capita dues	144,154	138,280
Church and Ministry	4,820	6,353
Christian Education	8,200	8,089
Stewardship	2,773	2,116
Other revenue	34,923	57,273
Investment earnings, net of fees	20,650	18,911
Investment gains	<u>59,201</u>	<u>212,266</u>
 Subtotal	 719,581	 897,206
 Net assets released from restrictions (from Special Purpose accounts)	 <u>208,452</u>	 <u>202,675</u>
 Total unrestricted revenues	 <u>928,033</u>	 <u>1,099,881</u>
 <b>Expenses</b>		
Basic Support to National (unallocated payments to affiliated organization)	164,154	175,412
Supporting services	265,840	267,594
Program expenses:		
Ordained Ministers' Compensation & Expenses	199,782	196,924
Special Giving	182,205	129,025
Mission	20,290	32,449
Church and Ministry	10,584	15,102
Christian Education	26,281	27,646
Atkinson Retreat, including expenses of sale	-	30,449
Commission on Theology and Ecumenism	3,000	6,195
Other	4,267	4,885
Depreciation on building	<u>8,830</u>	<u>8,830</u>
 Total expenses	 <u>885,233</u>	 <u>894,511</u>
 Increase in unrestricted net assets	 <u>\$ 42,800</u>	 <u>\$ 205,370</u>

See accompanying notes to financial statements.

Statements of Activities (continued)

Exhibit B

**Temporarily Restricted Net Assets**

	<u>12/31/10</u>	<u>12/31/09</u>
Revenues		
Contributions	\$ 222,871	\$ 192,963
Investment earnings	2,129	2,033
Investment gains	12,975	29,170
Other	-	-
	<u>237,975</u>	<u>224,166</u>
Net assets released from restrictions	(208,452)	(202,675)
Distribution from investments	<u>(4,000)</u>	<u>(6,000)</u>
	<b><u>\$ 25,523</u></b>	<b><u>\$ 15,491</u></b>

**Permanently Restricted Net Assets**

Revenues		
Investment earnings (net of fees)	\$ 23,102	\$ 23,132
Investment gains	2,270	6,428
Net proceeds from sale of Atkinson Retreat	-	104,584
Contribution to Powell Memorial Fund	<u>-</u>	<u>10,000</u>
	25,372	144,144
Required distributions of earnings	<u>(23,032)</u>	<u>(22,596)</u>
	<b><u>\$ 2,340</u></b>	<b><u>\$ 121,548</u></b>

<b>Increase in Net Assets</b>	70,663	342,409
<b>Net Assets - beginning of year</b>	<u>2,333,353</u>	<u>1,990,944</u>
<b>Net Assets - end of year</b>	<b><u>\$ 2,404,016</u></b>	<b><u>\$ 2,333,353</u></b>

See accompanying notes to financial statements.

Vermont Conference United Church of Christ 2011-2012 Yearbook

Vermont Conference U.C.C.  
 Statements of Cash Flows  
 Years Ended December 31, 2010 & 2009

Exhibit C

	<u>12/31/10</u>	<u>12/31/09</u>
Operating activities		
Change in net assets	\$ 70,663	\$ 342,409
Adjustments to reconcile net assets to net cash provided by operating activities:		
Depreciation - building & equipment	8,830	8,830
Investment (gains) losses	(72,176)	(241,436)
Increase (Decrease) in payables	1,037	1,085
(Increase) Decrease in permanently restricted net assets	<u>(2,340)</u>	<u>(121,548)</u>
Net cash flows to operating activities	<u>6,014</u>	<u>(10,660)</u>
Investing activities		
Net transfers from investments in excess of interest & dividends earned by investments	<u>14,927</u>	<u>39,472</u>
Net cash provided by investing activities	<u>14,927</u>	<u>39,472</u>
Financing activities		
Principal payments on mortgage loan	<u>(14,098)</u>	<u>(12,845)</u>
	<u>(14,098)</u>	<u>(12,845)</u>
Net increase (decrease) in cash	6,843	15,967
Cash - beginning of year	<u>115,439</u>	<u>99,472</u>
Cash - end of year	<b><u>\$ 122,282</u></b>	<b><u>\$ 115,439</u></b>
Mortgage interest paid	<b><u>\$ 10,719</u></b>	<b><u>\$ 12,888</u></b>

See accompanying notes to financial statements.

Vermont Conference U.C.C.  
Notes to Financial Statements

Exhibit D

**Note 1 – Operations and Summary of Significant Accounting Policies**

Vermont Conference U.C.C. is composed of Vermont churches of the United Church of Christ and ministers who have ministerial standing in the associations of the Conference or in the Conference itself.

Financial Statement Presentation

The Conference is required to report information regarding its financial position and activities according to three classes of net assets; unrestricted, temporarily restricted and permanently restricted.

Statement of Cash Flows

For purposes of the statement of cash flows, operating cash consists of a checking and savings account.

Donated Materials

Donated property, marketable securities, and other noncash donations are recorded as contributions at their estimated market value at the date of donation.

Donated Services

During the years ended December 31, 2010 and 2009, no services were contributed that meet the accounting criteria for recognition in the financial statements.

Contributions

Contributions received are recorded as unrestricted, temporarily restricted or permanently restricted support depending on the existence and/or nature of any donor restrictions. Restricted net assets are to be reclassified to unrestricted net assets upon satisfaction of the time or purpose restrictions.

Investments

Investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires the use of management's estimates.

### Property and Equipment

Property and equipment are stated at cost or, if acquired by gift, at the fair value on the date of the gift. Depreciation of buildings and equipment is calculated using the straight-line method over the estimated useful lives of the assets.

### Income Tax Status

The Conference is a not-for-profit organization that is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. As a religious organization, the Conference does not have to file Internal Revenue Service Form 990.

### **Note 2 – Related Party Loan**

In 2008, the Conference provided a \$15,000 loan to the Conference Minister. Interest at the rate of 5% per annum accrues and is due along with the full principal balance on May 30, 2018. The loan is unsecured.

### **Note 3 – Other Assets and Related Contingent Liability**

#### Covenant Hills

In 1989, Vermont Conference U.C.C. and the Troy Conference of the United Methodist Church entered into a covenant to participate in Christian outdoor education together. The two conferences will be jointly using a camp named Covenant Hills, located in Cabot. As a contribution to development of the property, \$25,000 was withdrawn from the Outdoor Ministries Investment Account and loaned, interest free, to the Troy Conference. In the event the Troy Conference should terminate the covenant, the \$25,000 will be repaid immediately, or a repayment plan shall be negotiated including interest on the principal. Should the Vermont Conference terminated the covenant, the Troy Conference will repay the loan, but the Vermont Conference will return \$2,500 annually over a period of ten years following the termination of the covenant.

### **Note 4 – Operating Lease Commitment**

The Conference is leasing a copier under a non-cancelable operating lease. Monthly lease payments of \$488 are due through June of 2013.

### **Note 5 – Mortgage / Interest Expense**

Early in 2005, construction of the Conference's new office building was completed; and its construction loan was converted into a fifteen-year mortgage loan, collateralized by the real estate. Prior to 2009, monthly payments of \$2,225.88, including interest fixed at 7.5%, were due through 2020. In 2009, an interest rate of 6% was negotiated and the monthly payments were reduced to \$2,068.11. The maturity date remains the same. Maturities of long-term debt over the next five years follow: 2011 - \$13,395, 2012 - \$15,475, 2013 - \$16,430, 2014 - \$17,445 and 2015 - \$18,520. Interest expense for the years ended December 31, 2010 and 2009 was \$10,719 and \$12,288, respectively.

**Note 6 – Investments / Fair Value Measurements**

Investments are stated at fair value and are summarized below as of December 31, 2010 & 2009.

	<u>12/31/10</u>	<u>12/31/09</u>
Money Market Funds	\$ 75,462	\$ 73,337
Bonds and Bond Funds	983,446	946,753
Stocks and Stock Funds	873,555	852,784
Notes Receivable	<u>45,000</u>	<u>45,000</u>
 Total	 <b><u>\$1,977,463</u></b>	 <b><u>\$1,917,874</u></b>

Fair values for money market funds, bonds and bond funds and stocks and stock funds are determined by reference to quoted market prices in active markets for identical assets (Level 1). The notes receivable are valued at the principal balance due upon maturity.

The following schedule summarizes the investment return in the statements of activities for the years ended December 31, 2010 and 2009:

<b>December 31, 2010</b>	<u>Unrestricted</u>	Temporarily <u>Restricted</u>	Permanently <u>Restricted</u>	<u>Total</u>
Dividends and interest	\$ 29,563	\$ 3,375	\$ 28,434	\$ 61,372
Less investment fees	(8,913)	(1,246)	(5,332)	(15,491)
Investment gains (losses)	<u>59,201</u>	<u>12,975</u>	<u>2,270</u>	<u>74,446</u>
 Total investment return	 <b><u>\$ 79,851</u></b>	 <b><u>\$ 15,104</u></b>	 <b><u>\$ 25,372</u></b>	 <b><u>\$ 120,327</u></b>

Total return as a percentage of fair value,  
adjusted for withdrawals during the year **6.4%**

<b>December 31, 2009</b>	<u>Unrestricted</u>	Temporarily <u>Restricted</u>	Permanently <u>Restricted</u>	<u>Total</u>
Dividends and interest	\$ 26,802	\$ 3,050	\$ 27,898	\$ 57,750
Less investment fees	(7,891)	(1,017)	(4,766)	(13,674)
Investment gains (losses)	<u>212,266</u>	<u>29,170</u>	<u>6,428</u>	<u>247,864</u>
 Total Return	 <b><u>\$ 231,177</u></b>	 <b><u>\$ 31,203</u></b>	 <b><u>\$ 29,560</u></b>	 <b><u>\$ 291,940</u></b>

Total return as a percentage of fair value,  
adjusted for withdrawals during the year **18.1%**

**Note 7 – Temporarily Restricted Net Assets**

Temporarily restricted net assets consist of contributions made to the Conference that must be used for specific purposes that have been stipulated by the donors. When the funds are used for the purposes stipulated, they are recorded as an expense in unrestricted net assets and also as net assets released from restrictions in both the unrestricted and temporarily restricted net assets. Temporarily restricted net assets consist of the following at December 31, 2010 and 2009.

	<u>12/31/10</u>	<u>12/31/09</u>
Wihakowi Fund	\$ 38,481	\$ 39,051
Vermont Make A Difference	129,711	105,631
Covenant Hill Fund	25,000	25,000
Community Loan Fund	7,287	7,287
Various contributions restricted for special purposes	<u>134,950</u>	<u>132,937</u>
 Total	 <b><u>\$ 335,429</u></b>	 <b><u>\$ 309,906</u></b>

**Note 8 – Permanently Restricted Net Assets**

Permanently restricted net assets consist of endowments stipulating that principal be invested in perpetuity and that earnings be distributed for the purpose communicated by the donor at the time the endowment was made. The funds are invested in fixed income assets. A summary of the endowments follows:

	<u>12/31/10</u>	<u>12/31/09</u>
Funds for benefit of churches – Exhibit F	\$ 217,378	\$ 217,378
Memorial funds – Exhibit G	152,374	152,374
Increase in investment values	<u>18,548</u>	<u>16,736</u>
 Subtotal – Exhibit K	 388,300	 386,488
 Fairbanks Board For The Relief of Ministers – Exhibit K	 33,183	 32,999
Atkinson Memorial Fund – Exhibit K	150,684	149,637
Congregational Women’s Home Mission – Exhibit K	23,084	23,430
Vermont Branch Women’s Board of Mission – Exhibit K	27,103	27,301
Fairbanks Education Board – Exhibit K	<u>26,347</u>	<u>26,506</u>
 Subtotal	 <u>648,701</u>	 <u>646,361</u>
 Special savings accounts:		
Clough – Rochester Federated	1,911	1,911
Clough – E. Braintree/ W. Brookfield	<u>1,911</u>	<u>1,911</u>
 Subtotal	 <u>3,822</u>	 <u>3,822</u>
 Total	 <b><u>\$ 652,523</u></b>	 <b><u>\$ 650,183</u></b>

**Note 9 – Retirement Plan**

The Conference sponsors a tax deferred annuity for employees and contributes 14% of covered compensation to the plan. Covered compensation in the case of Conference staff ministers includes housing allowances. Contributions for the years ended December 31, 2010 and 2009 were \$34,169 and \$33,245, respectively.

**Note 10 – Evaluation of Subsequent Events**

The Conference has evaluated subsequent events through May 3, 2011, the date which the financial statements were available to be issued.

Vermont Conference United Church of Christ 2011-2012 Yearbook

Vermont Conference U.C.C.

Schedule of General and Special Purpose

Revenues and Expenditures

Year Ended December 31, 2010

Exhibit E

	<u>General</u>	<u>Special</u>	<u>Total</u>
Support and Revenues			
Basic support from churches	\$ 411,177		\$ 411,177
Friends of the Vermont Conference	33,683		33,683
Per capita dues	144,154		144,154
Church and Ministry	4,820		4,820
Christian Education	8,200		8,200
Stewardship	2,773		2,773
Outdoor Ministries income		4,000	4,000
Other support and revenue	34,923		34,923
Special Purpose revenues		218,871	218,871
Transfers from unrestricted investments	46,112		46,112
	<u>685,842</u>	<u>222,871</u>	<u>908,713</u>
<b>Total Support and Revenues</b>	<b>685,842</b>	<b>222,871</b>	<b>908,713</b>
Expenditures and Transfers			
Basic Support to National	164,154		164,154
Department of Church & Ministry	7,200	3,384	10,584
Department of Mission	9,843	1,397	11,240
Department of Christian Education	18,132	8,150	26,282
Department of Stewardship	61,016		61,016
Commission on Theology and Ecumenism	3,000		3,000
Compensation of Staff	321,829		321,829
Staff Travel and Expenses	30,208		30,208
Office Operations	28,943		28,943
Conference Board and Annual Meeting	37,724		37,724
Special Support		182,205	182,205
Other Special Purpose Expenses		25,722	25,722
	<u>682,049</u>	<u>220,858</u>	<u>902,907</u>
<b>Total Expenditures</b>	<b>682,049</b>	<b>220,858</b>	<b>902,907</b>
<b>Surplus (Deficit)</b>	<b>\$ 3,793</b>	<b>\$ 2,013</b>	<b>\$ 5,806</b>

Reconciliation to Exhibit B

Surplus - see above	\$ 3,793	\$ 2,013
Investment earnings & gains (losses)	79,851	15,104
Transfers from investments	(46,112)	(4,000)
Transfer to investments	-	12,406
Depreciation on building	(8,830)	-
Principal payments on mortgage	14,098	-
	<u>\$ 42,800</u>	<u>\$ 25,523</u>

Vermont Conference United Church of Christ 2011-2012 Yearbook

Vermont Conference U.C.C.  
 Funds for Benefit of Churches  
 December 31, 2010

Exhibit F

Alburg		
David & Lucretia Allen Marvin	\$	1,000
Ascutney		
Sarah E. Warren Memorial		5,000
Barnet		
Emeline H. Wallace Fund		225
John S.T. & Harriet Hazelton Wallace		2,234
Bellows Falls		
Elvira M. Gorham Endowment Fund (for Basic Support)		543
Benson		
Juliaetta Kent Fund		200
Berlin		
William H. & Myrtie B. Turner		2,000
Brattleboro (Centre Church)		
Florence Hemenway Wells Memorial		1,000
Brattleboro (First Church)		
Robert C. Clark		6,000
Brookfield		
George A. Bushee		2,000
William & Eleanor Clark		200
Phineas Kellogg		200
Chelsea		
John M. & Persis D. Comstock Memorial		1,000
Rachel Comstock		500
Franklin & Sylvia Dearborn Fund		200
Chester		
Henry L. & Carrie H. Ballou Memorial		5,000
Fanny A. Haseltine		500
Coventry		
W.E. & Kda L. Niles		1,000
Danville		
Marion Fairbanks Adams		1,000
Derby		
Harriett Morse Sherman		1,000
Dummerston		
Addie M. Piper & Florence E. Miller		1,000

East Barre	
The Rev. James Ramage	171
East Braintree-West Brookfield	
Blanche C. Fisher Memorial	4,187
Mary E. Linfield	200
Bertha Mann Fund	1,000
Bertha Mann Fund (Ladies Aid)	500
East Calais	
Albert Dwinell	600
Dell B. & Olive P. Dwinell	500
East Hardwick	
Andrew S. Bole Memorial	2,000
Eden	
Ben B. Blake Memorial	1,000
Edward C. Chattuck	1,000
Enosburg	
Harriet S. Dow	3,400
Perley Memorial Fund	1,000
Alfred B. Swift	1,000
Essex Junction	
Dr. Chester M. & Marion B. Ferrin	500
Fairlee	
Myron W. Smith Memorial (for Basis Support)	100
Ferrisburgh (United Methodist)	
Ferrisburgh Congregational Church Memorial	2,135
Hardwick (and Vermont Conference)	
T. Frank Smith Estate (for Basic Support - local and world)	4,040
Hyde Park	
Blanche Brigham	2,000
Julia Brigham McFarland Memorial	2,500
Irasburg	
Ruth D. Washer Memorial (Ladies Aid)	100
Ruth D. Washer Memorial (O.E.S.)	75
Jeffersonville	
George H. & Mary F. Gilmore	2,000
Jericho	
Helen & Florence Cashmore Memorial	5,000
A.W. Waters Fund	2,000
Johnson	
John R. Hill	1,000
Section 4	15

Lower Waterford	
Niles & Ella Johnson	1,100
Waterford Congregational Church Fund	2,500
Ludlow	
Viola A. Cooledge	500
Manchester	
Munson Memorial Fund	1,000
Marlboro	
Hanah Mather Baggs Brooks Memorial	1,000
Delia A. Wilder	500
Marshfield	
Lyman Clark	1,000
Milton	
Polly Carey & Marian Ward Fund	6,000
Charlotte Hall Fuller Estate	5,786
Morgan	
Harriett Morse Sherman	1,000
Morrisville	
Vitellius M. Hardy	867
Newfane	
Delia A. Wilder	500
Orleans	
Inez J. Winslow	350
Orwell	
Edward E. & Ellen Rice Young	2,000
Pawlet	
Marcellus E. Wheeler Memorial	1,000
Peacham	
Laura B. Chamberlain Memorial	275
Moses W. Martin	2,000
Pittsfield	
Harriet Babcock	2,000
Josiah Babcock	700
Putney	
John B. Adams	400
Bessie F. Braley Memorial	500
Elizabeth G. Braley Memorial	500
Laura E. & Elizabeth G. Braley Memorial	500
Olive Blood	500

Vermont Conference United Church of Christ 2011-2012 Yearbook

Randolph Center	
Allen Family Fund	2,000
Richmond	
Shepardson Fund	5,000
Roxbury	
Endowment Fund	600
Gilman D. Spaulding Endowment	1,000
Gilman D. Spaulding Sunday School Fund	500
Salisbury	
The Rev. David W. Reid	4,183
Mabel Palmer Whitney Trust	7,605
Saxtons River	
Deacon W.W. Warner	3,000
Sharon	
Baxter Trust	7,932
Edward K. Baxter	1,500
Mr. & Mrs. J. Henry Marsh	200
South Hero	
A.W. Waters Fund	500
South Wardsboro	
Emery Wheelock	7,500
Stowe	
Stowe Endowment	2,763
Stafford	
Anna M. & Sarah R. Cummings (for Basic Support)	400
St. Johnsbury	
Erastus Fairbanks	10,000
Tunbridge	
Edith M. Grant Memorial	36,908
Warren	
George E. Ford	1,000
Weathersfield Center	
Ellen W. & Herman L. Ahrens	2,100
Frederick & Minerva P. Nichols	2,000
Frederick E. & Huldah M. Putnam	2,850
Edith M. & John D. Wright	600
Weathersfield Center Congregational Church Memorial Fund	10,050
West Fairlee Center	
C.B. Southworth	1,500
A. Lilla Wild	500

Vermont Conference United Church of Christ 2011-2012 Yearbook

Westminster	
Ranney Memorial (for Basic Support)	500
Westminster West	
Elvira M. Gorham Endowment Fund	543
Weybridge	
Samuel Horace Barnum	700
Williamstown	
Adelia W. Hill Martin (for Basic Support)	56
Windham	
John B. Adams	100
Hattie P. Jones Memorial Fund	500
Waterman-Bemis Memorial	<u>500</u>
Total Funds For Benefit of Churches	<b><u>\$ 217,378</u></b>

Vermont Conference U.C.C.

Memorial Funds

December 31, 2010

Exhibit G

Chauncey A. Adams Memorial	\$ 2,052
Albany Congregational Church Memorial	244
William Ballard Grust	1,129
Sarah L. Bishop	500
Lydia M. Blood Memorial	9,982
robert Clark Fund	3,000
Dr. and Mrs. D. F. Colledge Memorial (Continuing Education)	8,474
Gardner D. Cottle (Discretionary Fund)	5,000
Amy M. Davis Bequest (Vt. Women's Fellowship)	700
Martha G. Durkee Fund of Sheldon	7,000
Essex Center Calvinistic Congregational Endowment	1,916
Earl H. and Clara B. Fisher Bequest (Vt. Women's Fellowship)	827
Mary L. & Mary M. Fletcher Memorial	1,000
Georgia Congregational Church Memorial (Basic Support)	1,750
George H. and Mary F. Gilmore Memorial	500
Elvira M. Gorham Memorial Fund (Vt. Women's Fellowship)	2,400
Walker T. Hawley Memorial fund ( Continuing Education)	1,090
Charles D. and Abbie Coleman Hazen Memorial	2,500
Charles Jarvis (Weathersfield Bow)	1,750
Marie E. McMaster Memorial	1,906
Dr. Hal C. Miller Memorial	500
Dr. Hal C. Miller Memorial (Atkinson Retreat Center)	16,600
Alice E. Newton Memorial	9,775
Scudder Parker Mermorial	800
Milton Pinsker Memorial	1,431
Phelps Endowment Memorial (West Townshend)	782
Philip T.H. Pierson Memorial	2,250
Reverend Ruth and Norman Powell Memorial	10,000
Alice C. Reed (Rural Work)	1,000
Clemma S. Root (Christian Education)	500
Grace M. Shepardson Memorial Fund (Continuing Education)	18,202
Francis M. and Mary Jane Sherman Fund	2,000
Adella E. Stannard (Simonsville)	5,000
Emmons Taft Memorial	500
Mary E. Taft (West Townshend)	500
The Rev. C.W. Thompson Memorial	1,000
Ida S. Thorp Trust (Scholarship Aid)	1,900
Homer H. Webster Memorial	21,163
Max and Mary Webster Fund (Peace Projects)	1,000
Max and Webster Fund (Asai Gift)	1,251
Wheeler-Harris Memorial Fund (West Townsend)	500
	<u>2,000</u>
 Total Memorial Funds	 <b><u>\$ 152,374</u></b>

Vermont Conference United Church of Christ 2011-2012 Yearbook  
 Vermont Conference U.C.C.  
 Unrestricted Account  
 December 31, 2010

Exhibit H

Schedule of Investments (Market Value)

	<u>Market Value</u>	<u>Cost</u>
Money Market Account	\$ 15,709	\$ 16,184
Equities	746,879	634,780
Bonds and Bond Mutual Funds	349,160	306,060
Commercial Installment Note	<u>30,000</u>	<u>30,000</u>
Balance 12/31/10	<b><u>\$ 1,141,748</u></b>	<b><u>\$ 987,024</u></b>

Schedule of Investment Activity

Balance 12/31/09	\$ 1,108,009
Investment income	29,563
Realized Gain	58,014
Unrealized Gain	1,187
Transfers to the operating checking account	(46,112)
Fees to Stratevest	<u>(8,913)</u>
Balance 12/31/10	<b><u>\$ 1,141,748</u></b>
Investment rate of return for the year	<b><u>7.4%</u></b>

Exhibit I

Schedule of Investments (Market Value)

	<u>Market Value</u>	<u>Cost</u>
Money Market Account	\$ 925	\$ 925
Equities	24,019	22,902
Bonds and Bond Mutual Funds	<u>13,537</u>	<u>13,129</u>
Balance 12/31/10	<u><b>\$ 38,481</b></u>	<u><b>\$ 36,956</b></u>

Schedule of Investment Activity

Balance 12/31/09	\$ 39,051
Investment income	732
Realized Gain	7,408
Unrealized Loss	(4,407)
Trustee fees	(303)
Transfers to the operating checking account	<u>(4,000)</u>
Balance 12/31/10	<u><b>\$ 38,481</b></u>
Investment rate of return for the year	<u><b>9.3%</b></u>

Vermont Conference U.C.C.  
 Make A Difference  
 December 31, 2010

Exhibit J

Schedule of Investments (Market Value)

	<u>Market Value</u>	<u>Cost</u>
Money Market Account	\$ 5,498	\$ 5,498
Equities	82,918	79,063
Bonds and Bond Mutual Funds	<u>41,295</u>	<u>39,910</u>
Balance 12/31/10	<b><u>\$ 129,711</u></b>	<b><u>\$ 124,471</u></b>

Schedule of Investment Activity

Balance 12/31/09	\$ 105,631
Contribution received	12,406
Investment income	2,643
Realized Gain	3,596
Unrealized Gain	6,378
Trustee fees	<u>(943)</u>
Balance 12/31/10	<b><u>\$ 129,711</u></b>
Investment rate of return for the year	<b><u>10.4%</u></b>

Vermont Conference United Church of Christ 2011-2012 Yearbook

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Endowment Accounts

December 31, 2010

Exhibit K

Schedule of Investments (Market Value)

	<u>Atkinson</u>	<u>Cong'l Women's</u>	<u>Fairbanks Ministers</u>	<u>Fairbanks Education</u>	<u>Women's Board</u>	<u>Powell Memorial</u>	<u>Restricted Gifts</u>	<u>Total</u>
Money Market	\$ 18,380	\$ 1,981	\$ 1,415	\$ 2,065	\$ 1,700	\$ 973	\$ 22,994	\$ 49,508
Equities	-	-	-	-	-	-	19,739	19,739
Bonds and Bond Mutual Fund	<u>132,304</u>	<u>21,103</u>	<u>31,768</u>	<u>24,282</u>	<u>25,403</u>	<u>9,654</u>	<u>334,940</u>	<u>579,454</u>
Balance 12/31/10	<b><u>\$ 150,684</u></b>	<b><u>\$ 23,084</u></b>	<b><u>\$ 33,183</u></b>	<b><u>\$ 26,347</u></b>	<b><u>\$ 27,103</u></b>	<b><u>\$ 10,627</u></b>	<b><u>\$ 377,673</u></b>	<b><u>648,701</u></b>

Schedule of Investment Activity

	<u>Atkinson</u>	<u>Cong'l Women's</u>	<u>Fairbanks Ministers</u>	<u>Fairbanks Education</u>	<u>Women's Board</u>	<u>Powell Memorial</u>	<u>Restricted Gifts</u>	<u>Total</u>
Market 12/31/09	\$ 149,637	\$ 23,430	\$ 32,999	\$ 26,506	\$ 27,301	\$ 10,021	\$ 376,467	\$ 646,361
Investment income	6,008	928	1,301	1,052	1,134	694	17,317	28,434
Gain (Loss) on sales	(175)	(181)	(74)	(122)	(59)	513	4,206	4,108
Unrealized Gain (Loss)	1,369	(165)	244	(44)	(153)	(516)	(2,573)	(1,838)
Trustee fees	(1,237)	(192)	(273)	(218)	(225)	(85)	(3,102)	(5,332)
Distributions	<u>(4,918)</u>	<u>(736)</u>	<u>(1,014)</u>	<u>(827)</u>	<u>(895)</u>	<u>-</u>	<u>(14,642)</u>	<u>(23,032)</u>
Market 12/31/10	<b><u>\$ 150,684</u></b>	<b><u>\$ 23,084</u></b>	<b><u>\$ 33,183</u></b>	<b><u>\$ 26,347</u></b>	<b><u>\$ 27,103</u></b>	<b><u>\$ 10,627</u></b>	<b><u>\$ 377,673</u></b>	648,701
Special savings accounts								<u>3,822</u>
Total Market Value of Endowment Investments 12/31/10								<b><u>\$652,523</u></b>
Investment rate of return for the year								<b><u>4.0%</u></b>