

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

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Annual Yearbook**

of
Department and Committee Reports
Statistical and Financial Reports
Minutes of the 218th Annual Meeting



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This Yearbook is also available on the website

www.vtcucc.org/yearbook.html

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Vermont Conference, UCC
Annual Reports of Officers, Departments and Committees
2012-2013

2013 Annual Report of the Conference Minister

Rev. Lynn Bujnak

The Vermont Conference:
“Equipping congregations for Christ’s ministry and mission today and tomorrow”

In the past year, your Vermont Conference staff, Board of Directors and Departments has used the above purpose statement as the guiding principle for all we do. To that end I would like to highlight a few concrete examples.

- **Year-long theme: Faith @ the Edges**
We have offered a variety of ways to help us talk together about living our faith at the edges instead of in the middle of our society. Many of our congregations have engaged in book studies, discussion groups, used the “banquet” of resources for Lent that was developed by the Department of Christian Education and attended one or more all-conference events.
- **Diana Butler Bass Conference**
Over 180 people registered for the day with this incredible American church historian who engaged us around “spiritual climate change.” Kudos to Jim Thomas the members of the Congregational Growth and Vitality Task Force for all their efforts to make this event a success!
- **Mission 4/1 Earth**
The conference provided support to our Department of Missions’ task force on environmental justice to encourage our participation in the UCC 4/1 Earth project during the Great Fifty Days of the Easter season. This included two day-long retreats.
- **Church Retreats and Workshops**
Jim, Pam and I have all led workshops or retreats in our local churches on subjects such as: congregational purpose and visioning, planning for vitality, stewardship that works, trends in faith formation/Christian education, and spiritual renewal.
- **Expansion of the Resource Center**
The Conference Resource Center has worked hard to broaden the resources available to our churches. In addition to adult, youth and children’s educational resources, we have beefed up books and materials in areas of congregational vitality and several social justice issues as well. If you haven’t browsed the online catalogue for a while, take a look. If you need suggestions, please call Sybil McShane who is always ready to help.
- **Completion of the Small Church Search and Call Resource**
While it has taken us longer than expected, the newly designed resource to assist our small, part-time churches with pastoral transitions is now finished. An initial training will be held in June with a more thorough training to follow in the fall.
- **217 Campaign**
Thanks to the joint efforts of the Finance Committee and the Board of Directors, a campaign was launched to seek \$217,000 in donations to celebrate the Vermont Conference’s 217 years of ministry. This money will enable us to pay back our endowment for the cost of retiring the mortgage on our conference office and jumpstart new initiatives of experimentation and vitality for the future. Please consider giving a gift in any multiple of \$217.00.
- **Conference Staff Presence**
Jim Thomas, Pam Lucas and I continue to make ourselves available as often as we can to preach or worship in our local congregations, to assist with Search and Call, to attend Association meetings in the spring and the fall, and to support the leaders and pastors of our conference with our time, prayers, energy, expertise and a listening ear. Please give us a call; we’d love to come to your church! And, none of us could do our work without the skill, expertise and steady presence of Lynn Thomas.

What’s Next?

- Work with UCC partners to create a program of **education and formation for licensed pastors** with a goal of beginning the program in 2014.

- Partner with the Episcopal Diocese of Vermont to offer **continuing education and training** for both clergy and lay leaders.
- **Identify Annual Theme** for 2014 along with suggested readings, speakers and other resources
- Form a task force to explore planting a **new faith community** that is intentionally designed without a building and targeting the population that does not attend traditional church.
- Encouraging and providing resources for **spiritual practices and faith formation**
- Continued support for **congregational vitality**

Together, may we continue to live out our faith by doing what God requires of us: doing justice, loving kindness and walking humbly with our God.

Thank you for letting me walk this journey with you! I feel so blessed to be your conference minister.

Associate Conference Minister for Search & Call and Small Church Ministry Rev. Pamela Y. Lucas

Sometimes I think...I hope...I pray that you and I, the Vermont Conference and our local churches and the United Church of Christ are like our ancestor Abraham – called by God to go out to a place where he was to receive an inheritance and he went out, not knowing where he was to go – but going anyway. Living by faith and not necessarily by sight!

Sometimes I think...I hope...I pray that all of us are like our ancestors, the disciples – called by God to go out to share the Good News of Jesus Christ – and they went out living by faith and not necessarily by sight!

In this time of uncertainty in our church we are tempted to stay stuck where we are rather than open the doors – called by God to walk into the future where God already has made a way even if we don't recognize it yet – even if we aren't sure where to go or how to do it – but going anyway. Living by faith even when we can't see the results...yet, if ever.

What an exciting time to be church! God never promised God's people 'success' as the world measures it. God promised God's presence in the in-between places where we try to find God's way forward instead of the world's way.

Our Conference Minister, Lynn Bujnak has outlined our work for the past year and our hopes for the next year. But I would witness to the life and energy in many of our churches where people are beginning to be less anxious about the future and more focused on praying and discovering what God might want to be up to in their lives together. I would witness to the life and energy in many of our churches where people are beginning to let go of old answers to old problems and start asking new questions about how to do ministry in new ways with new people.

I pray that as we follow Jesus we will become a brighter light to the world – a saltier salt of the earth – pointing the way to peace and justice for all peoples.

Associate Conference Minister for Stewardship, Church Vitality and Finance Jim Thomas

Change is Hard. Even Good Change.

Since Annual Meeting 2012 (a wonderfully affirming event for me, thank you) I've been living into my call as best I can by balancing the many facets of my position. Here is some of what I've been about:

- **Joining congregations** for Sunday worship, bringing a message about Stewardship or Vitality or the 21st Century Church, and many times staying after for a workshop with the congregation or its leadership
- **Leading church leadership retreats** on governance, strategic planning, stewardship, and visioning

- **Presenting local church workshops** on the topics above, plus narrative budgeting, planned giving, and capital campaigns
- **Participating in the Northeast Ecumenical Stewardship Council**, including planning for the Liberating Generosity event and presenting two workshops.
- **Support for the Conference Church Growth and Vitality Committee**, as they planned and led the April 2013 Diana Butler Bass event
- **Support to the Stewardship Department**, as they developed and began presenting an all new Stewardship/OCWM PowerPoint presentation to local churches
- **Support to the Conference Investment and Finance Committees** as they monitored our investments and developed our Conference budget
- **Fiscal Management of Conference Finances**, the day to day work of accounts receivable and payable, payroll, tax filings and donor acknowledgement
- **Assisted Churches in Transition** as they considered issues around properties, policies, and closings

This past year has seen an acceleration in the number of churches engaging in the conversation about what it means to 'be' church in the 21st century. We are getting unstuck – unstuck from the 1950's time warp we fell into – and are demonstrating a willingness to change not for change's sake, but because it will make an expression of the church of Jesus Christ relevant and participatory in your communities and the wider church.

But change is hard. It requires a gentle touch and an affirmation of the saints who came before us while acknowledging that what nurtures us may not be the best way to nurture those who will come after. And time is short to reach them. As Mike Piazza says, perhaps it's time to put down our bibs and reach for an apron. Our congregations have served us well, and now it's time to serve our congregations and our communities, preparing them for a future beyond us.

Do be in touch if your congregation wants to begin or further your work in these areas. I am eager to be with you and assist as you would find helpful.

Treasurer's Report 2013

David K. Damkot

It is my distinct pleasure to present to you my final Treasurer's Report. It has been an honor to serve on your finance committee for several years, and the past five years as Treasurer has been enlightening; including work on the investment committee and the Board of Directors. You have many dedicated, caring, and loving people serving the Vermont Conference, and the best of the best serve you and your churches in the Vermont Conference office as your dedicated staff: Lynn, Pam, Jim, Lynn, and Sybil. I salute them and I salute your Board of Directors.

Let us note the good news of finance as we proclaim the Good News of Christ. The financial books of the VT Conference are kept in clear and transparent manner and appropriate cross-checks are in place. In virtually all income and expenditures two sets of eyes review and then initials show approval of checks and deposits. My lay audits have consistently found transparency. All questions were answered and requested backup documentation was promptly provided to me.

Last year the delegates to the annual meeting voted to pay-off the mortgage on the VT Conference office by using funds from the unrestricted account. That has been done so we have no more mortgage payments. On the other hand, we have less money in the unrestricted account now to earn income. Paying off the mortgage used about \$155,000.

The VT Conference office is open with staff attending four days/week to reduce costs. It has been suggested to me this change is working well and provides somewhat greater face-to-face time for staff as they are on more similar schedules. The invested assets are gaining slowly as our economy improves, but as I noted we now have less base money with which to earn income since we paid off the mortgage.

Funding for all Departments is tight as our income continues to erode. It would be wonderful if we could see more income from Our Church's Wider Mission, Friends of the VT Conference, and the Celebrate 217 campaign. We have lofty covenantal words, but precious few churches actually fulfill that commitment.

Please indulge me as I share a few numbers with you. Celebrate 217 campaign was initiated to raise as much money as possible to replace, and hopefully to exceed, the \$155,000 needed for mortgage payoff—we donated just over \$10,000 so far. Friends of the VT Conference was, and is, an effort to raise personal gifts to the VT Conference, with the hope it would be able to fill budget holes and would not be shared with the National Headquarters—during 2012 and so far in 2013 it has raised just a little over \$22,000.

Our Church's Wider Mission is a large portion of our budget. Each year we have voted that our churches could/should contribute 10% of their operating budget to the VT Conference and then the VT Conference would pass through a large portion of that to National Headquarters. The combined operating budgets of our churches are approximately \$12.7 M. Our Covenantal commitment would thus raise \$1.27 M—our churches actually gave this past year \$398,600. We pass through to National Headquarters for missions and other work just 35% of that figure as we cannot afford the 45% or 50% we have done in the past. **WOULDN'T IT BE AMAZING IF WE ACTUALLY HONORED OUR VOTED COMMITMENT???? WHAT COULD WE ACCOMPLISH?**

Can we, will we, change our commitments? Can we, will we, increase our gifts to match our vote? Can we, will we, remain covenantal through our intertwined relationships? Pastors, Delegates, will we challenge our churches and friends?

Thank you for the opportunity to serve you as your Treasurer. It has been an honor.

Board of Directors

Rev. Amy Pitton-Chair

While I have been a member of the Board of Directors, on and off, for more than 10 years, this is the first year I have had the privilege to lead this august group as Chair. I am humbled and grateful that the Board put its trust in me, and I must say, I have learned a lot, as well as been able to hone my "chairing" skills.

It has been a somewhat uncertain year for the Board, mostly because we had some struggles with filling three vacated positions on the Board, those of the Vice Moderator, and members from the Champlain and Windham-Union Associations. As a result, there were more meetings than I would have liked where we barely made it to our required quorum of 7 attendees, and one meeting where we did not achieve the quorum. However, at our April meeting we were able to celebrate the election of a new Vice- Moderator in Rona Kinsley, as well as the election of Wendy Farber from the Champlain Association and Anne Miller from the Windham Union Association, and we are now at full strength. I regret that the Department of Christian Education has had to go through most of this year without a liaison because of the vacancies, and I apologize for that void. I trust that that position will be filled by the time of the 2013 Annual Meeting.

Over the course of the year, the Board has had two foci. The first is the expected job of the Board, which is the general control, and management of the affairs of the Conference. We have received reports from our staff and departments, we have carefully monitored the financial position of the Conference, and we have dealt with other issues, such as updating the Personnel Policies, as they have arisen. We had the honor of welcoming Rev. Geoffrey Black, Executive Minister of the UCC, as a guest at our November meeting. We have also had several creative and thoughtful sessions as we have sought to discern a vision and priorities for the Conference. To that end, at the April meeting, the Board determined three priorities:

1. The financial health of conference
2. Equipping our faith communities to live courageously outside their existing boundaries
3. Plant a faith community (without a building)

We believe that these priorities will allow us to begin to meet the enormous challenges that lie ahead of us in the Vermont Conference. We know that we are living in formidable times as the church, and you can be assured that the Board of Directors is prayerfully seeking effective ways of navigating the path ahead.

That discernment has been helped along by the second focus that the Board has had this year, that of reading two books together and discussing them. The first book we read was Christianity After Religion, by Diana Butler Bass. We found this book to be helpful in understanding the place of the church in our society today, and the need to be courageous as well as flexible as we look to the future. We also read Robin Meyer's book, The Underground Church, which continued the conversations that Butler's book began. While none of us know what the future of organized religion in the United States is going to look like, I can say with confidence that your Board of Directors and staff are doing everything that they can to imagine, discern, and dare to meet whatever lies ahead.

I want to conclude by recognizing the wonderfully competent staff of the Conference. We are so fortunate to be led by the Rev. Dr. Lynn Bujnak, our Conference Minister. Lynn possesses the ability to strike a balance between honoring where the church has been while still being able to encourage us into an unknown future. Rev. Pam Lucas, Associate Conference Minister, has a calm and deeply faithful presence that is grounding and reassuring for the departments and churches with whom she works. Jim Thomas, Associate Conference Minister, is endlessly curious and creative about new ways to meet the challenges that lie ahead, both with the finances of the Conference and with church growth and vitality. Lynn Thomas, with her well-honed organizational skills, keeps the Conference Office, as well as Placement and the Annual Meeting Committee, on track. Sybil McShane has most ably met the challenge of providing our electronic communications, as well as keeping our Resource Center in good order. I am especially grateful for all the ways that they have enabled me to do my work as Board Chair. Thank you to all of them for jobs well done!

Department of Church & Ministry

David Durfee-Chair

The Department takes the Conference's Mission Statement, "Equipping congregations for Christ's ministry and mission seriously." That is the task of any Department, and, therefore of any committee within it. "Equipping" is an interesting word. It doesn't mean doing for churches what they can do for themselves, but helping provide ideas, training, and leaders they need to be able to do effective ministry and mission themselves. The same equipping caveat applies to the Department's relationship with its committees. Where, as in the case of Ministerial Standing and Standards, Convocation, and Church Growth and Vitality, the committee has shown itself effective in working to equip churches, the Department keeps itself interested and available but does not interfere. These might be called Vital Committees, a parallel to the Vital Churches leg in the Board of Directors famous three-legged stool.

Further using the three-legged stool metaphor, the Department found that it also had Legacy Committees. The Continuing Education Committee had been a valuable asset at a time when there were few convenient places for Pastors to take courses. There are many more resources now, including ones just an electronic click away. For the last few years the Staff had been taking what action was necessary to fill special needs, not the Committee. The Committee on Healing Ministry, for more than 20 years, enthusiastically practiced and promoted sacred healing. More recently, however, it had found it more and more difficult to agree on priorities. Its effectiveness as a group declined. The Women's Fellowship had a much longer history, beginning when it was needed to help women get seats at the male dominated church leadership tables. Needless to say, things have changed. It was originally independent from but parallel to the Conference, not a segment of it. It decided that it still should be so. These three committees were removed from the Department with thanks for all that they had done.

Finally, there are Emerging Department Entities. There had been a Ministerial Compensation Committee with members chosen for a full-year term to do a single job which usually took less than a month. It is not an efficient way to use scarce volunteer power. Instead of that Committee the Department Council, in the spring, asks three of its members to form a group to do the job – with the ever-capable assistance of Jim Thomas – and then ends the group. A small number of lay persons, gathered by Pam Lucas, attended ministerial Boundary Awareness Training and recognized the need to train lay leaders in churches. The group then, meeting with Pam, developed a

workshop including not only the topic of pastor-lay member boundaries but also those of lay to lay and protection of the most vulnerable. The Department Council has agreed to sponsor this. It will hold a full day training workshop in September for association leaders and potential association trainers to work with lay leaders of local churches. Also emerging slowly is the new Committee on Church Standing and Standards voted into existence at the 2012 Annual Meeting. It has been snowed out in its first two attempts to get together. But it will emerge.

Department of Mission

Jeanne Zammataro-Chair

Attached are the reports of the various committees of the Department of Mission. The following consists of the highlights of activities within the DOM

Responding to the United Church of Christ's Easter season environmental mission, 4/1 the earth, DOM created a 4/1 the earth task force to bring resources and inspiration to Vermont churches to carry out environmental ministries. This was a great example of tying in all levels of the UCC, national, conference, association and local church. The task force met with Jim Deming, the UCC's minister for environmental justice to formulate plans, including a kick off retreat and a follow up retreat led by Jim that explored how to build a project into a movement. Through the efforts of the Task force, the UCC named Guilford Community Church's tree planting program in Kenya as one of the tree planting programs to participate in the UCC's national tree planting fund raising drive.

Each year, the Just Peace Advocates Committee produces the Peacemakers' Breakfast at the Conferences' Annual Meeting. It is one of the most popular events of Annual Meeting, and provides attendees a chance to present and learn about mission projects in churches throughout Vermont. New this year, Peacemakers' Breakfast will be recorded and made available to congregations on DVD. Also new this year, once a month JPA is publishing "Peacemaker's Pulpit" in E-KIT. "Peacemaker's Pulpit" is a series of messages addressing peace and justice issues and encouraging congregations to engage in Just Peace initiatives. JPA is also offering congregations and associations a four session series, "Building Peace One Person at a Time" led by Betty Edson. And available through the Conference office is JPA's Just Peace Resource Notebook, which includes resolutions, theological reflections, group study guides, and many examples of just peace activities.

Global Ministries is inviting churches with active global ministries to partner with neighboring smaller churches to provide guidance to those churches or to involve those other churches in their own projects. An example of such partnering is Guilford Community Church's recent youth tree planting trip to Kenya that included youth from neighboring UCC churches. Additionally, the DOM is considering other opportunities for VTCUCC churches to participate in Global Ministries' projects through the national setting of the UCC.

The DOM continues its financial support of Vermont Low Income Advocacy, the only lobbyist for poor Vermonters, and Judi Joy is the DOM's new liaison to VLIAC. Through Judi's efforts, DOM and VLIAC are working together more closely. For example, VLIAC has included the Blue Spruce House project, an interest of DOM, as one of its legislative priorities. Additionally, VLIAC will be a co-presenter at a workshop at this year's Annual Meeting with Vermont Interfaith Action, Two Effective Approaches to Addressing Social Justice Issues. Finally, DOM supported VLIAC's Neighbor In Need grant request, as it did for the NIN grant requests of Vermont Works for Women and the Burlington Dismas House.

The Prison Justice Committee continues to make churches and individuals aware of opportunities for prison ministries in its various forms. PJC has added stories of prison ministries to its page on the Conference's website and has publicized the prison ministries of a number of churches in E-KIT.

Last, but not least, the Summer Lunch Program Committee provided a total of \$3,400 in grants to 19 church sponsored summer lunch programs in 2012 in amounts ranging from \$150 to \$200. These summer lunch programs are a huge help to families with school age children who receive free or reduced lunches during the school year, but not during the summer.

Disaster Response Team

Suzanna Griefen-Chair

This has been an organizing year for the Disaster Response Team formed by Resolution at the Annual Meeting 2012. We spent some time clarifying what we could do effectively. We have represented the VT Conference on the VT steering Committee of Volunteer Organizations Assisting in Disaster (VTVOAD), and through them were able to help match resources to need in the state.

We have assisted in-state and out-of-state UCC groups and individuals who came or will come to assist in response and recovery, acting as an interface for volunteer groups and the local Long Term Recovery Committees. We have encouraged churches to sign-up as hosts for visiting work groups and have been gratified by the eight churches who have volunteered. Those who have hosted have found it a meaningful ministry, and we hope more churches will volunteer to host work groups so that when another disaster hits, we will not have to turn away for lack of housing volunteer groups eager to help, as we did immediately after Irene.

One problem we initially encountered was the feeling that host churches would have to provide showering facilities; but we soon learned that other community facilities were available (schools, health clubs, town facilities.) We have developed resource material for local churches and planned the Disaster Response workshop and resource table for annual meeting 2013. We helped collect 38 Clean-Up Buckets and eight cartons Hygiene and School Kits and transport them to CWS in Ludlow MA. We are preparing a traveling worship service and workshop on disaster preparedness to go to local churches and an on-line resource notebook. We are in the process of trying to identify a contact person in each congregation who will be a liaison to our committee. We have published disaster training opportunities in E-Kit and have kept in close touch with the National Disaster Ministries office.

Seeking to be geographically representative of the VT Conference, we have met primarily by conference call. Recognizing the many ways in which we might be more helpful, and knowing the limits of our time and talents, we applied for a FEMA Community Resilience Innovation Challenge Grant to fund a part-time Disaster Assistance Resource person for the conference, but did not receive the grant.

This spring, we were delighted to have Regina Cooper, MPH, member of the Hartland Church and Vermont Department of Health Emergency Preparedness Specialist offer to share her expertise with the committee. Our primary focus now is to help the conference and local churches be prepared to respond quickly and effectively the next time disaster comes our way. We have learned a lot. Our hope is that we will be an effective standing committee, ready to be of service in time of need. We would be glad to have you join us.

Suzanna Griefen, Out-going Chair

Peter Plagge, Sandra Daly, Deborah Adams, Daun Smith, Chris Southworth, Muriel Roth, Bess Richardson

Global Ministries Committee

Members, Advisors, and Consultants: Dr. Dorothy B. Keller and Dr. Robert S. Keller (Dee and Bob), Co-chairs; Rev. Deborah Adams, Rev. Adrienne Carr, Rev. Jordan (Skip) Dickinson, Rev. Dr. Mary Hawkes, Ms. Gail Hurd, Ms. Theresa Lever, Rev. Joan O’Gorman, and Pastor Lise Sparrow.

The mission of the Global Ministries Committee is to support and help the Vermont Conference, UCC, and Vermont UCC Churches to participate in the world wide missions of the Common Global Ministries Board. The mission is also to encourage churches in whatever unique program of international involvement and service they might feel called to develop.

Continuing focus areas include: The resolutions to study Islam and to further the Charter of Compassion continue to be important mission study and action programs. (1) The video series on Islam by leading educator, John Esposito, (available in the Conference office) and his book, “What Everyone Needs to Know About Islam”, (currently the study book for Adult Ed at Centre Congregational Church) are excellent resources. (2) Karen Armstrong’s book “Twelve Steps to a Compassionate Life” is a good study tool in developing insights and behavior for compassionate problem solving and living.

Current efforts in mission include: Youth/adult trips to several parts of the globe have brought connections and energy in mission to several churches. The Guilford Community Church, UCC took youth to Kenya related to

orphanage contacts and tree planting. Centre Congregational Church youth went to El Salvador to visit young people in their partner church, and to study non-violent communication. Please let us know of other youth/adult mission trips

Future directions which we may add to the above focus areas are:

1. Mission work related to environmental issues.
2. Food and agricultural justice missions. A very good video program on the problems of agribusiness monopolies of all seeds is a documentary, "Bitter Seeds", about the plight of small farmers in India, an increasing number of who commit suicide when they cannot pay for the extra cost of the often genetically modified seeds, and the extra fertilizer and herbicides they require. The work of the Asian Rural Institute in Japan is another excellent focus for study, support and action. (Contact the Rev. Mary Hawkes and the Rev. Skip Dickinson about this work.)

The Conference DOM is encouraging the larger churches of Vermont, or those churches of any size with strong mission programs, to invite persons from smaller churches in their areas to participate in whatever aspect of their mission program they identify. In this way churches can partner together to extend the reach and hopefully the effectiveness and joy of their mission work. Please contact Dee and Bob Keller if you are willing to participate in this effort.

Just Peace Advocates Report

Betty Edson and Theresa Lever

As a committee of the Department of Mission, we concern ourselves with following the non-violent way Jesus modeled for us, in matters of peace and justice. We seek to assist the Conference in being a witness for justice and peace, and to resource local churches and Associations in their efforts to increase peace and justice in the world.

Just Peace Advocates (JPA) works every year on Annual Meeting's Peacemakers' Breakfast and supports the Vermont Low Income Advocacy Council by organizing the Legislative Day and Legislative Dinner. A new project this year is the Peacemaker's Pulpit, a justice and peace message published monthly in e-KIT. These pieces reflect the opinion of the writer and attempt to address current peace and justice issues and provide encouragement for our congregations to engage in Just Peace activities.

The 2011 resolution reaffirming the Vermont Conference's Just Peace identity requires the Department of Mission to resource Associations and local churches. In that regard, the JPA has three things to offer. The first is a one-page document entitled "Engaging in Just Peace Activities," which demonstrates how churches can address the justice issues related to their specific mission and charity work. The second is a comprehensive Just Peace Resource Notebook, which includes resolutions, theological reflections, group study guides, and many examples of just peace activities. Our third offering comes out of Betty Edson's participation in the National Peace Academy's Peace-Building Peace-Learning Intensive. She has created a four-session series, entitled "Building Peace One Person At A Time," which she is offering to lead in churches and Associations. The series is based on Betty's belief that "it ain't gonna happen" if we individuals are not peaceful within, as well as actively involved "without."

We have arranged to share these resources at Association meetings this year and to encourage churches to use them to help the Conference live into its Just Peace identity.

As our Statement of Faith proclaims, may God continue to give us courage in the struggle for justice and peace.

Prison Justice Committee Report

The Prison Justice Committee continues to make churches and individuals aware of opportunities for prison ministries in its various forms. PJC has added stories of prison ministries to its page on the Conference's

website and has publicized the prison ministries of a number of churches in E-KIT. Prison ministries have a wide range of activities as illustrated by the following examples:

1. Camp Agape—A camp for children who have at least one parent who is or has been under Department of Corrections supervision. Opportunities include financial contributions, contributions of items for campers' backpacks, being on staff and volunteering for a day to help with activities such as fishing. UCCers have recently served as camp chaplain and counselor to the counselors.
2. Dismas House—Currently, there are three Dismas Houses in Burlington, Winooski and Rutland, with a fourth planned near White River Junction. Dismas House is transitional housing for furloughed individuals that seeks to reconcile them to society and society to them. Many churches in Vermont support a Dismas House with financial contributions and/or members and friends who cook and eat the evening meal with residents.
3. Circles of Support and Accountability—Volunteers serve for a year on a COSA to provide support to a recently furloughed individual.
4. DOC facilities—Volunteers provide traditional church activities, including leading Bible study and worship. Other opportunities exist such as music lessons (currently two persons from the VTCUCC provide keyboard and guitar lessons), hospice chaplaincy and bereavement support and supervising a chess club.
5. Sisters of Mercy/Vermont Works for Women offer an opportunity to mentor women leaving incarceration.
6. Blue Spruce House-- A proposed holistic program for women either being released from prison, or in lieu of prison. Blue Spruce would provide a safe place to live, as well as mental health and substance abuse treatment, education, life skills, employment and other programs. Currently, volunteers have been readying Blue Spruce for occupancy, and when Blue Spruce is operational, there will be volunteer opportunities to engage with the women living there.

Vermont Mission 4/1 Earth Task Force

Fred Taylor-Chair

Mission 4/1 Earth is a project of the national UCC to highlight Earth Care during the 50 days of Easter this year. The program focuses on three goals: Power Down, Green Up and Shout Out, to encourage congregations to 1) engage in service projects on behalf of the Earth, 2) plant trees in our home communities and around the world, and 3) write letters of advocacy on environmental issues. Vermont's Mission 4/1 Earth project began well before the April 1 start-date, when the Department of Missions appointed a task force around the beginning of the year: Fred Taylor, chair, from Dummerston UCC; Judi Joy from Bethany UCC Montpelier, and Andy Nagy-Benson, pastor of UCC Middlebury. The task force met with Jim Deming, the Environmental Justice coordinator of the national UCC to develop a strategy for supporting and inspiring Vermont congregations in the Mission 4/1 Earth project. Jim encouraged us to build on the many strengths and unique qualities of Vermont culture and congregations, to develop our own "home-grown" projects to maximize participation. Among other projects with a Vermont focus, we decided to highlight the Kenya tree planting project that the Guilford Community Church has been developing for years, working with Wangari Maathai and the Green Belt Movement. The task force decided to make central in our efforts a series of retreats for clergy and lay leaders in the state, to give them a chance to explore overall perspectives on environmental stewardship and its importance, and to share ideas about particular ideas of projects for implementation. The first retreat was held at Bethany Church in Randolph on March 7, with approximately 30 people attending. The program for the day featured:

- Worship focused around environmental themes, as model and inspiration for liturgies during 4/1 Earth;
- a keynote presentation by Sister Bernadette Bostwick of the Green Mountain Monastery; a panel featuring Bill Fifield from Middlebury UCC, Lise Sparrow from Guilford Community Church, and Betsy Hardy from Vermont Interfaith power and Light.
- A brainstorming session to share what our congregations have already been doing, and explore new resources/ideas for programs, including curricula for adult and youth Religious Education; tree planting in Kenya; and the Carbon Fast.

- Clips of films for programs to inspire discussions: “Tipping Point,” about the Tar Sands, and “Taking Root: the Story of Wangari Maathai.”

The second retreat took place on May 9, also at Bethany Church in Randolph, with 25 people attending. Jim Deming facilitated an exciting discussion that included the following:

- Sharing experiences from 4/1 Earth: what worked for our communities and how can we build on success?
- Reflection on the moral call to action on climate change and other environmental issues: how can our faith and our theology continue to inform our activism and advocacy? Jim presented five themes of theological and Biblical reflection to help ground our work: Creation, Humility, Responsibility, Justice and Community.
- Discussion of how to keep our momentum going, to “develop the project into a movement”: How do we expand beyond our doors – reaching out to the environmentally unconverted; how do we build a state-wide, even national coalition of UCC churches committed to Earth care.

By all reports, the Fifty Days of Easter have been active and exciting for Vermont Congregations. Here are just a few of the featured events and projects:

- Middlebury UCC has collected \$600 for the planting of 600 trees in Kenya. They also plan to complete 2,000 hours of service, through Green-up Day, work on the town trail, and a week-long project for Hurricane Sandy relief by the high school youth group: the youth group has issued a challenge to the adults to match their 1,000 hours of service.
- Bethany UCC Montpelier had a “Service of Service” on May 5, in which, among other things, they wrote approximately 100 advocacy letters, and children wrote poems that they posted in the park.
- First Church in Burlington reports 825 hours of service, 60 Trees, and 37 letters.

The minister's wife made a huge banner that's placed in the midway entrance. She adds leaves (hours), flowers (trees planted) and birds (letter written) to the banner each week based on reported accomplishments through the time cards which are handed in in the collection plate each week.

- Dummerston UCC celebrated Earth Sabbath on April 21, with a service which included poems, songs and readings; and an Earth Day Energy fair that included exhibits on the Vermont Home Energy Challenge, and letter writing in response to the Tar Sands Keystone XL Pipeline.

The program has generated a great deal of interest in Vermont UCC congregations, and there was a strong sentiment expressed at the second retreat that this is a program that will be important to continue in the future, with support both from the conference (which has already written it into next year's budget) and the national office. We are grateful for all the support of the Conference and the Department of Missions in this venture, and look forward to continuing in this important work.

Summer Lunch Grant Committee

Mary Lou DeCosta and Grace Cleary

Our 7 Goals for 2012 were all met or exceeded. The number of requesters went from seventeen in 2011 to nineteen in 2012. Weekly articles were published in E-kit encouraging people to apply. Helpful hints were also published, as well as stories of how different congregations were meeting the summer hunger needs in their communities.

Nineteen churches received grants totaling \$3400.

Summer Lunch Grants - Vermont Conference DOM 2012

| CHURCHES RECEIVING GRANTS | AMOUNT |
|-------------------------------------|--------|
| United Church of Bellows Falls | 150 |
| Centre Congregational Brattleboro | 180 |
| United Church of Chelsea | 200 |
| Malletts Bay CCUCC, Colchester | 200 |
| United Church of Dorset UCC | 150 |
| Dummerston Congregational Church | 200 |
| Federated Church of E. Arlington | 200 |
| Congregational Church of Middlebury | 180 |
| United Church of Northfield | 180 |
| Pittsford Congregational Church | 180 |

| | |
|---|-----|
| First Congregational Church Springfield | 180 |
| Richmond Congregational Church | 180 |
| Congregational Church of Rupert | 180 |
| Christ's Church - Saxton's River | 200 |
| Sharon Congregational Church | 180 |
| Congregational Church of South Hero | 150 |
| United Church of Underhill | 180 |
| Williston Federated Church | 180 |
| Windham Congregational Church | 150 |

Vermont Low Income Advocacy Council (VLIAC)

Judi Joy, UCC Representative on the VLIAC Board of Directors.

“Celebrating 41 years of representing low income Vermonters”

VLIAC is committed to empowering the poor to speak for themselves, and to speak for those who cannot. VLIAC believes that it is our responsibility to bring the needs of low income Vermonters to the forefront of the Legislative agenda!

The VTUCC is a major supporter of VLIAC and its representative to the Legislature, Karen Moran Lafayette. The VLIAC Board of Directors meets at least twice a month, beginning in September to hear from organizations who work on behalf of low income Vermonters. They let us know what they are doing and ask for our support in the Legislature. Some examples are: Vermont Affordable Housing Coalition, Vermont Center for Independent Living, Vermont Legal Aid, and Vermont Childhood Poverty Council. We heard about issues such as weatherization, fuel, healthcare, nutrition, childcare, mental and developmental health, substance abuse and micro-business development, among many others. We then decide on our Legislative Priorities. This has been an extremely difficult year for low income people with programs being cut, and benefits reduced. It is more necessary now than ever before to provide witness for low income people and Karen has been working tirelessly to be a voice for the low income people of Vermont.

Last fall she traveled to the VTUCC Conference Center in Randolph to meet with some representatives from the Board of Missions and at that meeting we got an overview of what VLIAC does and Karen agreed to do a workshop at the annual Meeting in June.

Karen applied for and received a “Neighbors in Need” Grant for \$1000 which is being used to set up a website and enhance communication. We greatly appreciated the grant and maybe VLIAC won’t be such a well-kept secret in the future.

Each fall we hold an Advocate Dinner, at Bethany UCC Church in Montpelier, at which advocates, Legislators, church members and the public can share a wonderful meal, ideas and sometimes even a song or two.

On March 15th we gathered at the State House for VLIAC’s Annual Legislative Day. After devotions by UCC Minister, Rev. Mark Pitton, we were introduced on the House Floor and then were free to sit in on sessions, meet with Legislators or learn more about the work of the CAP agencies. At noon we enjoyed bag lunches, provided by the Vermont Conference Board of Missions, and prepared by a few folks from Bethany Church, after which we heard a number of presentations by Legislators and other speakers which Karen had arranged.

VLIAC’s 2013 Legislative Priorities have been set and will be mailed out, following a big envelope-stuffing day on April 29th.

A workshop is being co-planned by Karen Lafayette and Rev. Deb Ingram, Executive Director of Vermont Interfaith Action and will be presented at the Annual Meeting in June. It should help us learn about how advocacy and political action can work together for the good of those in need.

Department of Christian Education

Rev. Sandy Daly-Chair

This year we continued to consider how to support our goals, as stated below:

Strengthen the Resource Center – Our resource librarian, Sybil McShane does an amazing job of keeping our resources organized and current. She is very helpful in responding to specific requests by phone, email or a visit to the resource center. Other important means of sharing CE information and resources are the weekly E-Kit, quarterly (CE) E-Link and the online resource center catalog. The CE Dept. has a representative to a separate committee focused on exploring ways of connecting our local churches with the many wonderful resources available.

Maintain our Covenantal Partnerships –

New England Association of Church Educators - We continue our connection with NEAUCE through dues and scholarships for participation in their annual conference in Craigville, MA. This year's theme is "***Vibrant Colors of Faith***" with presenter John Roberto and worship leader Rev. Adele Crawford. Usually about 20 Vermont educators attend.

Community of Practice - We continue to support the group in the Essex Junction area and hope to initiate more "COPs" around the state. These are cluster groups of Christian educators who can exchange ideas, and provide support and encouragement to one another. We are also exploring the possibility of a "virtual" Community of Practice through Facebook.

Provide Quality CE Programs and Activities for Adults and Youth in Vermont Conference

Exploring Christian Education in the Vermont Conference - We have developed phone interview questionnaires to assess both what is currently happening in our conference with regard to Christian Education and to better understand some of the needs and how we might respond to those needs. These interviews have been conducted throughout the year and will continue, with the hope of reaching every church.

Faith at the Edges Lenten Study – At the request of the Board of Directors, the CE Dept. took this 2013 theme and brought together resources and ideas for churches to use during Lent. These were available through E-Kit, (CE) E-Link, at the resource center and upon request.

National Youth Event 2012 ("Imagine") - July 10-13 at Purdue University in West Lafayette, IN. We were happy to provide scholarships for up to 20 of our youths to come together with others from around the country to learn and experience spiritual growth and leadership formation.

Celia Whittler Events ("Together We Can" for youth and "Table Talk" for women) Friday Oct 5-6, 2012 were successful and engaging events co-sponsored by the Community of Practice and CE Dept. and hosted by the Barre Cong. Church.

VAST (Vermont Academy for Spiritual Training) seeks to offer adults an opportunity to deepen their spiritual journey and sense of call through classes on biblical studies and the foundations for ministry. This year classes were offered in Manchester and Norwich. Next year will be the third and final year of this graduating class, and the last year that the program will be offered in this format. A focus committee is exploring different models of online learning, and the possibility of two tracks: one for personal enrichment and one as preparation for licensed ministry.

Strengthen our Commitment to Outdoor Ministry and Covenant Hills

NOMA (National Outdoor Ministries Association) We continue our membership in NOMA with Ryan Gackenheimer as our rep. This serves as a source of information and support for outdoor ministry. Christian Camping experiences are so often life-changing in a young person's faith formation, so the greatest portion of our CE budget supports this through our partnership with United Methodist Church at Covenant Hills Campground.

Covenant Hills Campground - members of our department serve on the board and participate as leaders, this year inviting Dave MacGowen from the CHC Board of Directors to meet with us, discuss statistics, finances, operational structure and ways of promoting more participation of our UCC children and youth. Another camping

partnership we *Camp Agape* - is a program in partnership with the Episcopal Dioceses of Vermont for children with incarcerated parents.

Looking forward – We continue to learn from the UCC Report “Faith Formation Findings” and plan to find ways of implementing and sharing these learnings. The Diana Butler bass event “Christianity After Religion” has given us insights and a common language for discussion the future of the church. We are working on the possibility of a youth event for late fall 2013 and will continue to reach out to local educators in support - welcoming ideas, needs, and hopes. I’d like to thank those who have served on the department and are now moving on, as well as those who plan to continue.

Covenant Hills Christian Camp 2012 Annual Report

Dave MacGowan-Chair

Covenant Hills Board of Directors
January 20, 2013

Mission Statement

“The mission of Covenant Hills Christian Camp is to provide experiences which enable people of all ages to grow in their awareness of and response to God as they live in Christian community and in harmony with God’s creation.”

Covenant Hills continues to fulfill its mission with joy. Camper numbers were up in summer 2012, reversing a 10-year decline (complete numbers are available at the end of this report). A diverse set of camp offerings offered a range of experiences for all ages of campers. Our partnership with Camp Agape continues to provide opportunities for children with an incarcerated parent. Camp also partnered with Central Vermont Mission to host several mission groups in Vermont to help repair the damage caused by Hurricane Irene. Our Executive Director, Kelley Alderman, with Todd Marlow filling in for several weeks, provided strong leadership for our staff and welcome to campers and volunteers. The summer staff was excellent, enthusiastic and willing to take on many roles. Our registrar, Dora Klofach, continues her tireless work enrolling campers. Dora also applies for and receives federal subsidies for our summer food program. Volunteers of all types are vital to this mission: board members, weekly directors and counselors and maintenance helpers are just some of all who chip in to make camp go.

The New England Conference UMC and the Vermont Conference UCC are the bedrock from which camp springs. Rev. James McPhee, Director of Connectional Ministries for the NEUMC, is the supervisor of our Executive Director, our prime contact with the New England conference, and a supporter of and advisor to camp. NEUMC provides significant financial support to Covenant Hills. The Vermont Conference UCC, through its Department of Christian Education, also provides significant annual funding. UMC and UCC churches are our network to recruit campers, volunteers, and additional financial support.

The Board of Directors of Covenant Hills partners with the Executive Director to oversee the operations of the camp. The Board has had a busy year, to say the least. Board restructuring was undertaken this year under the guidance of Barb Lemmel, a member of the New England Parish Consultant Network. The result of restructuring was a better understanding of the role and practices of the Board, and a name change. The old “Executive Committee” has now become the Board of Directors. The “Executive Committee,” had replaced the long time supervising group called the “Site” Committee” when Vermont moved from the Troy Conference UMC to the New England Conference UMC in 2008.

The BOD and its sub-committees now look like this:

Board of Directors
David MacGowan, Chair
Rev. David Murphy, Secretary
Bill Backhaus, Chair, Promotions
David Blanshine, Chair, Site
Leslie Desrosiers, Chair, Program. Camp Agape liaison
Rev. Ryan Gackenheimer, Co-Chair, Governance

Vivian Marlow, Chair, Personnel
 Rev. Kirk Thompson, Co-Chair, Governance
 Laurie Chipman, Program
 Lindsay Townsend, At-large

Sub-committees:

Governance Personnel Program Promotions Site

In 2012, Governance began the process of clarifying and formalizing the functions of the Board of Directors. Our Personnel committee hired the summer staff, reviewed their performance, and is currently in the process of hiring staff for summer 2013. The Program committee reviewed this past summers’ program, designed this coming summer program, and working in conjunction with the Promotions committee, created and published the camp brochure. Aside from its role creating the brochure, the Promotions committee distributed the brochure, advertised, conducted church visits, and publishes a monthly camp newsletter. The Site Committee continues its vital role in opening, closing, and maintaining our beautiful site and buildings.

After two years of steadfast service to camp, Kelley Alderman resigned this past fall. The Board has begun, in conjunction with the NEUMC, a search for a new Executive Director. The job description has been modified and the position will be advertised soon. Todd Marlow is serving as the interim Executive Director until the new ED is hired. The Board is also undergoing, along with the four other New England UMC Camp and Retreat Centers, a review of our mission and practices with the consultant group “Run River.” This work will be concluded and recommendations made in the fall of 2013.

Financially, our ED continues to balance our annual budget. The Covenant Hills budget is composed of two parts: camper fees and financial support. In very approximate terms, only about half of the funds needed to operate camp are received from camper fees. The sub-cost pricing of our camps is intentional. We keep costs low to keep our experience available to all. Direct conference financial support, gifts from foundations, donations from churches and individuals, and thousands of hours of volunteer work fill the gap between what we charge and what it costs.

We are, and have been, concerned about our camper numbers. Our mission statement makes our goal clear, our capacity to host more campers exists, and therefore our goal is to fill the camp to capacity. The Board understands that reaching this goal requires a broad and sustained effort to connect with the two conferences, their churches, and their children. We invite and welcome all to join us to support and expand the vital mission of Covenant Hills. I would be happy to talk to you about how you can get involved. You can reach me with the contact information listed below. Thanks for reading!

The chart below shows the annual camper visits for the past ten years, broken down by denomination.

| | <u>UCC</u> | <u>UMC</u> | <u>UMC/UCC</u> | <u>Total Campers</u> |
|------|------------|------------|----------------|----------------------|
| 2012 | 61 | 102 | 2 | 239 |
| 2011 | 69 | 69 | 10 | 216 |
| 2010 | 65 | 74 | 10 | 225 |
| 2009 | 90 | 77 | 6 | 241 |
| 2008 | 77 | 85 | 1 | 247 |
| 2007 | 99 | 108 | 5 | 290 |
| 2006 | 122 | 101 | 9 | 311 |
| 2005 | 128 | 87 | 5 | 285 |
| 2004 | 146 | 95 | 8 | 326 |
| 2003 | 162 | 136 | 4 | 405 |

Stewardship Department Report

Rev. Mary Abbott-Co-Chair

The Stewardship Department has thoroughly adopted the focus of the new Conference mission statement – equipping churches for mission and ministry. We developed and began presenting a program that demystifies money in the church, helping church members learn to talk in new ways about money and mission in the congregation. This presentation, “Generosity: Changing Lives,” has now been seen in 8 churches in the last year, and the response in those congregations has been overwhelmingly positive, increasing energy for the church’s ministries, and increasing both pledging amounts and total number of pledging units. We hope to take the presentation to more churches in the year ahead – please talk with Jim Thomas, Lucia Jackson, or Mary Nelson Abbott if you are interested in bringing us to your congregation. A version of this presentation, using the Conference budget, will be given at this year’s Annual Meeting, so please come check it out!

The Stewardship Department, through the work of the Finance Committee, has also worked to establish greater transparency with the Conference budget. Individual dollar amounts have not changed significantly, but the way the budget line items are presented is now more in line with current Conference operations (e.g.: Conference office expenses were once listed under the Stewardship Department, but are now listed under a separate line item for the Conference Office, more clearly reflecting the Office’s usefulness to the whole Conference, not just to the Stewardship Department).

Many thanks are due to the members of the Stewardship Department: Lucia Jackson and Mary Nelson Abbott, co-chairs; Chuck Barnum, Kathy Clark, Mike Ford, Jeff Olson, Jeanne Zammataro, and Eleanor Zue. We also appreciate the work of the Finance Committee and Investment Committee. And, of course, our work would be so much more difficult without the work of our fantastic Associate Conference Minister for Stewardship, Church Vitality, and Finance, Jim Thomas.

Investment Committee Report

Paul Simpson-Chair

The year has been full of uncertainty with a presidential election, finding a solution to the fiscal cliff, continued economic slow growth, high unemployment, low interest rates, and dealing with a political body unable to find common ground or even common sense. The problems in Europe have continued to be a concern as we live in a global economy.

The Board decided to pay off the mortgage for our Conference Center in Randolph. The hope was to reduce our monthly budget obligations and begin a capital campaign to replace the funds. Planned Giving programs are very important for the future of the conference.

Our unrestricted account was up 7.38% this year with a socially responsible diversified portfolio. We continue to withdraw funds for the operating budget at the rate of 4.25% over a four year average. This disciplined formula hopefully will allow a current income stream to the conference and growth for future generations.

I would like to thank all the members of the conference for their stewardship and discipline in this time of belt tightening. Special thanks must go out to our business manager, James Thomas for his devotion, clarity and guidance to the conference.

Annual Campus Minister's Report 2011-2012

Rev. Abby Gackenheimer

This is the annual report of the Campus Minister from July 1st, 2011 to June 5th, 2012. As the part-time Protestant Campus Minister at UVM, I continue to reach out to our Protestant students as well as those who are seekers, inquirers, or simply looking for some answers. Through brochures and flyers, I invite students/staff/faculty to stop by my office as well as attend various activities and lectures throughout the semester. Below you will find a report of some of the highlights of this last year.

Our new fiscal year began with a busy June, as I attended First Year Orientation throughout the month of June. During this time, as well as First Year Picnic in August and Activities Fest in September, we added another 50 plus students to our e-mail list.

At the end of June and the beginning of July, I attended, as a delegate, the United Church of Christ's General Synod in Tapa Bay, FL. During this time I had an opportunity to network once again with various individuals throughout the nation as well as spread the news of CCM@UVM for those students who might venture this way.

During the Summer and early Fall, I created a new website (same web address) for CCM@UVM. I continue to update and improve the website as needed. I also created/updated our brochures for CCM@UVM and placed them in various places around campus for students to pick up if interested.

During the Fall Semester, I held a weekly night of worship and bible study on Sunday evenings. We saw a great number of students (about 20) during this semester, however, as the homework load got heavier and the Spring semester dawned upon us, I switched it to Thursday Bible Study, which saw a few students able to attend. During the Season of Advent we did an Advent Bible study through ReThink Church, a UMC publication, and in Lent we did a study on Creation through the Anglican/Episcopal Church.

In the Fall, I was blessed with a HESA (Higher Education Student Association) practicum student, Miracle Husband, whose hope was to learn a little more about the ins and outs of campus ministry. She was put in charge of making contacts with a band for our Coffee House in November, as well as rounding up volunteers for and participating in the COTS Phonathon in December. She was a blessing to this ministry and continues to be an active participant and resource for CCM@UVM.

Throughout the semesters, I continued to see a number of students in my office, as well as an occasional counselor looking for resources. I would also meet the students for lunch or coffee in the Davis Center or if preferred, off campus for ice cream or coffee/tea. I also had the great opportunity to sit with a CPE Student (Clinical Pastoral Education) as well as a number of students from Champlain College.

In an attempt to spread the news of CCM@UVM to our wider communities, especially the UCC, I have reached out to a number of pastors as well as the Associations of the UCC. These endeavors have seen success as well as the hope of monetary gifts coming our way this next year.

Through the initiative of the Catholic Center, CCM@UVM, and Hillel we brought back the Spiritual and Religious Council at UVM. In the early Fall, somehow, I was elected as the "leader" of the Spiritual and Religious Life Council, after a few years of not functioning, we are up and running and I have walked them through the beginning of creating a new vision/mission statement for the council. We are working on being more visible on campus as a council and as individual ministries – we will meet in June with the Presidents Commission on Diversity and Inclusion as a council this year, rather than a few of us as last year.

In February of this year, CCM@UVM invited/sponsored Bill McKibben to campus with the monetary and advertising support of various groups on campus – the first session was filled with 100 plus students/faculty/staff with standing room only and the second session was much larger in the Ira Allen Theatre with 400 plus students/faculty/staff with many standing in the back or sitting on the stairs. I was given the privilege of introducing Bill at the beginning of the second session. It was a successful and enlightening lecture.

In April, I returned to my seminary for a week of continuing education where I heard Dr. Douglas Hicks speak on “Occupy the Church” and Ched Myers on “Capital vs Community”. At the end of June, I will be attending the Global Chaplains Conference at Yale University – I have received a scholarship from the National Campus Ministry Association as well as the Vermont Conference of the UCC for this continuing education experience.

In the early Spring, I was invited to attend the memorial service of a Jewish Student on campus, “Avil” Kurganoff. I was there as a representative of the Spiritual and Religious Life Council as well as a support for students and others in need.

Easter Sunday I provided, with help from the Board of Directors, an Easter Dinner for the Students – we saw 15 plus students filter in and out and had a good size group stay to socialize – Christian, Muslim, Russian Orthodox, and non-religious.

I continue to read about how to effectively “do” Campus Ministry as well as various studies on Spirituality on Campus. I have given two talks on Spiritual and Religious Diversity on Campus – one was a training session for RA’s and RDA’s and the other was for a Hall meeting. Both went very well and I have since had contact with a number of those students.

I have already had contact with a number of incoming students who have found my information through our website in the hopes they might have a spiritual/religious community to come to in the Fall. One student said that my answer back to her was what made her want to come to UVM. It was important for all of these students to have a spiritual/religious community to be a part of once they are on campus.

I have created a calendar for the Fall Semester which includes activities such as the Lake Monster’s Game on the 2nd of September in which I will raffle off 2 tickets during June Orientation/First Year Picnic...etc. Welcome Back BBQ, Our Faith, Our Voice, Our Vote for the November Election, Movie Night in October, COTS Phonathon at the end of November, as well as other various gatherings. We will be meeting for Bible Study/Worship on Tuesday evenings starting this Fall.

I thank you for this opportunity to work with our students in a unique and fulfilling way. My prayer is that our ministry continues to thrive on this campus as we welcome all, no matter where they are on their journey.

VERMONT CONGREGATIONAL HOME, INC.
dba FRANCES ATKINSON RESIDENCE FOR THE RETIRED

THE YEAR IN REVIEW
JUNE 2012 – MAY 2013

This year marks our first 50 years of service as a home for elders. Originally created to serve older Vermonters connected with VTCUCC member churches, the Atkinson Residence now welcomes all seniors whose level of care needs are appropriate and can be fulfilled in our home. We are a licensed Level IV Residential Care Home, with a capacity for up to 15 residents.

In June 2012, we welcomed a new director, Karen Crowe of Dalton, New Hampshire, whose experience in eldercare spans 30 years. During its annual inspection in 2011, the State of Vermont cited a significant number of deficiencies and the board of directors determined that a change in management was in order. An interim director served from December 2011 through May 2012, and began the process of correcting the problems.

Today, we enjoy a stable and qualified staff, a full census, open communication between board and director, and a solid reputation in the community and among our referral sources. Improved dining services and menus, expanded activities programming have enhanced resident satisfaction.

Increased rates, new efficiencies and cost control measures and policies have helped to stem our financial losses. New overhead fluorescent lighting in the kitchen has greatly improved staff comfort and made meal preparation and cleaning much easier and safer. Updated office and telephone equipment and bundling our communications services have resulted in significant cost savings and improved capabilities. A newly replaced driveway and parking area make access for residents and visitors safer and easier. Plans to remove unsightly and diseased trees from the front of the house will eliminate the hazards they pose to the house and to passersby and greatly improve our appearance. Our new sign is highly visible and attractive. A new website and printed materials (created *gratis* by Community College of Vermont students), additional advertising, and membership in local organizations will all enhance our visibility in our region and strengthen our position as a qualified and desirable provider in the eldercare continuum.

While our staff, director and board are committed to ensuring the Atkinson Residence is equipped to continue its mission for the next 50 years, we face significant challenges: Our building, equipment and systems (including our elevator, nurse call system, electrical, plumbing and heating) are aging or inadequate and in need of repairs or replacement. Some of our appliances (our range/oven, a hot water tank, refrigerators and freezers) are old and not energy-efficient. All of these cost us a great deal in down time and service calls, and probably higher utility costs. A number of old windows still need to be replaced with thermal windows. Our generator, which helps us to stay in place safely and comfortably during power outages, is reportedly nearly 50 years old. Lighting in common areas and residents' rooms needs improvement. Carpets are in need of replacement. Access to some residents' bathrooms is difficult and, in some cases, impossible for persons with walkers. Some tub, toilet and shower fixtures need refinishing or replacement. Some interior walls and ceilings need repair and paint,

and the flooring in some bathrooms needs replacement. Our dining room chairs are not well suited to their purpose and have been repaired repeatedly. Our finished basement has suffered water damage over the years due to leaks in our aged plumbing; this space is unusable as office or safe storage for records or supplies due to its condition, though we do need space for these purposes. Exterior lighting around the house is inadequate for staff and visitors. The barn behind the house serves no useful purpose, is deteriorating, sheds broken shingles in the wind, harbors vermin, and adds to our property liability insurance costs.

Attracting and retaining qualified and dedicated staff requires adequate compensation, and we must ensure our rates and benefits are competitive with other employers seeking the same skill sets we do.

Maintaining our homelike environment while meeting the needs of our residents and requirements of our licensure is challenging and costly, but not impossible. Our primary source of revenue is the fees our residents pay. Our small endowment generates some income which has been needed to fund operations. Monetary contributions from the Vermont Conference of the United Church of Christ, member churches and fellowships, and to our annual campaign are also important to our mission.

However, we are in need of a great deal more in funding. Increasing our rates to residents must be done with care to avoid becoming unaffordable to current or future residents. Relying on and using all of the income generated from our investments to fund routine operations means that the endowment's growth is slowed when we don't reinvest the income. Enrolling in the Vermont Medicaid Choices for Care program to pay the rent for indigent residents is not fiscally viable at this time, as its rates are well below what we currently charge. While we rely on and appreciate the annual donations, we need to seek additional benefactors who are able to make substantial contributions on a one-time or continual basis. Research of private foundations, trusts and other grantors reveals that there is very little for which our work might qualify for support.

In summary, the Frances Atkinson Residence for the Retired, has had an extraordinary first 50 years of service and has evolved with the times but not quite kept pace with all of the changes brought on by an aging population with ever greater care needs and limitations, greater regulatory demands, more competitors in the eldercare services market, and reduction in many older persons' assets with the market downturns, decreased property values and inflation. Our commitment to the vision and mission of the VTCUCC and the future of our home remains strong, and we welcome the ongoing support of the VTCUCC and its members.

Respectfully submitted,

Karen Crowe, Director
Frances Atkinson Residence for the Retired

MINUTES OF THE 2013 ANNUAL MEETING

Vermont Conference United Church of Christ

The 218th Annual Meeting of the Vermont Conference United Church of Christ was held at Vermont Technical College, Randolph Center, Vermont, June 1st – June 2nd. The theme of the meeting was “Faith @ The Edges.”

PLENARY I: GATHERING @ THE EDGES

10:25 – Call to Order

Announcements

- Pam Lucas who is not with us in person as she recovers from a broken ankle in Florida. She is with us in spirit, as we hold here close in our prayers.

Establish Quorum

- Rev. Dr. Lynn Bujnak announces a quorum.
- Mr. Parker declares it so.

Words of Welcome

- Rev. Amy Pitton, chair of the Board of Directors, greets the gathered body and introduces the Vermont Conference Board of Directors:

Alan Parker – Moderator

Rona Kinsley – vice moderator

David Damkot – treasurer

Debbie Ingram – past chair

Malcolm Chase – Addison Association

Mike Ford – Northeast Association

Ann Miller – Windham-Union Association

Wendy Farrel – Champlain Association

Chris Heinz – Southwest Association

Roger Daum – Grafton Orange Association

Sherry Baer – Windsor-Orange Association

- Kevin Goldenbogen, chair, introduces the Annual Meeting Planning Committee:

Rev. Dr. Lynn Bujnak, Lynn Thomas, Abby Gackenheimer, Joanne Hardy, Gail Compton, Hal Drury, Martha Peck, Ann Vivian, Rona Kinsley, Ned Davis.

- Lynn Bujnak introduces the Conference Staff:

Jim Thomas – Associate Conference Minister for Stewardship, Congregational Vitality and Church Finance

Sybil McShane – Communications and Resource Center Coordinator

Lynn Thomas – Administrative Assistant

Pam Lucas – Associate Conference Minister

- Alan Parker introduces other participants:

Rev. Peter Cook – Chaplain for the Annual Meeting

Robin Junker-Boyce and the youth group of Bethany Randolph, UCC – Childcare

Sybil McShane and Lynn Thomas – Registrars

Visiting dignitaries

- Rev. Dr. Robin Meyers – Keynote Speaker
- Dinni Adamson – Hopkins Bookstore
- Cheri Lovell – UCC funds
- Daehler Hayes and Chuck Holingsworth Cornerstone Fund
- Hal Harrison and Avery Post, Conference Minister Emeritus
- Bert Marshall, Church World Service

It was moved by Chris Heinz and seconded that these visitors have voice without vote. Approved unanimously.

Alan Parker thanks Mary Jeanne Taylor at Vermont Technical College and her staff and Seth the sound coordinator. Round of applause.

Martha Peck introduced Mark Violette as our musician for the weekend. He is from the Northeast Association.

Dick White and David Durfee introduced as parliamentarians

Rona Kinsley is our speak out coordinator.

Presentation of Document D, “Covenant for Dialogue”

As a sign of our acceptance of the “Covenant for Dialogue” at the Annual Meeting of the Vermont Conference, the gathered body read together Document D

Election of Scribes

It is moved and seconded that the Rev. Peter Plagge and Ms. Marvie Domey serve as scribes to the Annual Meeting. Approved unanimously.

Bailey Cobb from First Congregational Church of Newbury, rose for a point of personal privilege, requesting that the conference make sure that it's policy about churches sending delegates meets the requirements of an amendment to the “constitution or bylaws” made four years ago. It is duly noted that the paper work needs to be changed.

The minutes of the Vermont Conference Annual Meeting 2012 have been approved by the Board of Directors. It is moved we accept them. Approved unanimously.

Presentation and Discussion of Resolution B, "To Reduce Gun Violence."

The resolution moved by Christopher Ashley of the Norwich Congregational Church. It is seconded.

C. Ashley: Sandy Hook was a wake up. But in fact there are three Sandy Hooks happening in the United States everyday. If these deaths were caused by other issues a huge uprising would demand action. We have been silent because of fear. We are called to overcome fear with love.

Discussion:

- Mike Marshall, Wells River Congregational Church.

Agrees with the call to prayerfully consider actions that will lessen gun violence. But his service in the military and in police departments leads him to believe this is not a realistic approach to violence which is the real issue. Statistics show that federal bans only create illicit demand.

He also noted that calling all people who carry guns to background checks will only not work as criminals do not submit to background checks, and that it is already illegal to traffic weapons.

- John Holme, First Congregational Church of Springfield

Supports the Resolution but thinks it should be broadened to include the mental health issue. A person can be involuntarily committed if found to be a danger. Does this mean they should not be able to get a license for a gun? Perhaps this resolution is only a first step.

- Ben Lawton, Brandon Congregational Church,

Moves to table this resolution that delegates can return with the issue to churches so they can discuss the resolution. Seconded.

Voice vote was inconclusive. Call for house to be divided to determine accurately whether the 2/3's vote it needs to pass is reached.

Yeas – 49

Nays – 120

Abstentions – 5

The attempt to table the resolution fails. Because of time constraints, discussion for now, is closed.

Mr. Parker introduced the Rev. Dr. Robin Meyers to offer the keynote address. He is the pastor of the Mayflower Congregational Church in Oklahoma City.

Generous round of welcoming applause.

Keynote Presentation – Rev. Dr. Robin Meyers

PLENARY II: STEWARDSHIP @ THE EDGES

Called to order 3:02

Speak-outs

1. Daehler Hayes – Cornerstone Fund: “Do good and do well with your money.”
2. Sandy Daly – Hallelujah Farm: “You're welcome to come for a retreat.”
3. Chris Heinz – Friends of the Vermont Conference: “Put your money to work for the conference. ”
4. Deborah Adams – To show solidarity with the people of Palestine, “purchase a peace lamp for your congregation. ”
5. Mark Mendes – Pension Board Annual Meeting, representative: “If you would like to have anything represented to the powers that be, email me and I will deliver them.”
6. Susanna Griefen – Disaster Resources Table: “Take my materials – they're for you.” Also Loren McGrail missionary to Palestine is willing to visit churches.
7. Marsh Hudson-Knapp – “Do a CROP Hunger Walk.” Bert Marshall will be talking about CROP during supper at the dining hall.
8. Abby Gackenheimer – Cooperative Christian Ministries at UVM: “Thanks to those who support us. Encouragement to collect a special offering to CCM.”
9. Rona Kinsley – A Canadian energy company that wants to send tar sands oil through the Northeast Kingdom in an old pipe. “This is a real threat to Vermont's environment.”

Report from Vermont Conference Treasurer, David Damkot.

David thanks the staff and the gathered delegates of the Annual Meeting for a wonderful experience, as this is his last report. The financial books are kept in a clear and transparent fashion.

Highlights:

- Last year we voted to pay off the mortgage for the Conference office about \$155,000.
- Staff in the office 4 days a week instead of 5. Everyone likes it.
- Invested assets gaining slowly, as economy improves.
- Funding for departments tight as income continues to erode.
- Combined operating budgets of all churches \$12.7 million. Last year far short of the goal of churches giving 10% to OCWM.
- Last year the Annual Meeting approved a budget that passed through 35% of OCWM money to the UCC National Office. It would be amazing what we could accomplish if we could honor our commitments.
- Thank you for the opportunity to serve as you treasurer. Standing round of applause offered by the house.

Report from Jim Thomas, Budget and Financial Resolutions

Jim offered his personal thanks to David Damkot for all he had done for the conference.

Mr. Thomas noted that the Vermont Conference budget was below expectations for both income and expense, leaving a smaller than anticipated deficit of about 1%. The conference has seen an overall OCWM decrease for the fourth straight year. It was observed that if churches actually accomplished what is voted at the annual meeting, the Conference would have an income of \$1.2 million and not the received \$374,000.

The 2014 Budget (Doc. E) expects a modest recovery from the last four years, but is still well below 2008 levels. As a result staff compensation is increased only to allow for the increases in health care costs with no other cost of living increase.

On the positive side, we do so much good with the money entrusted to the Vermont Conference of the United Church of Christ:

- Disaster relief
 - Vermont Academy of Spiritual Training
 - Resource Center
 - Support of Pastors
 - Camping experiences for children
 - Vermont Congregational Home (Newbury)
 - Low Income Advocacy Council
 - National Youth Event
 - Staff to help churches and pastors, workshops, planning, etc.
 - Search and Call and Crisis support for pastors and churches.
 - To name just a few of the highlights.
- **Document F – “Resolutions Recommended by the Board of Directors Pertaining to the 2014 Budget,” Presented by Jim Thomas**
 1. That the division of undesignated Basic Support for Our Church's Wider Mission Income for 2014 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 2014 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 2014 Vermont Per Capita be set at \$12.08.
 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 2014.
 7. That the Board of Directors be authorized to adjust the 2014 operating budget as unforeseen circumstances require, within the spending limits established within the budget.
 8. That the conference adopt an operating budget of not more \$683,028 in expense and not less than \$683,028 in income, with the goal of ending 2014 with a balanced budget.
- Rev. Deborah Ingram moves these recommendations as presented in Document F by Jim Thomas. Seconded. Conversation and vote on these recommendations will take place during Plenary V on Sunday, June 2.

Moved and seconded to accept the financial reports (not resolutions) as presented by Jim Thomas. Approved with one negative vote.

PLENARY III: STORIES FROM THE EDGE

6:50 pm – The body is called to order by Alan Parker

Speak-outs

- Dee Keller – Global Ministries: “We’d like to get a picture of all the mission efforts of churches in VT.”
- Ned Davis – Floral Ministries: Offering his services to do a sermon dealing with numbers in nature.
- Charlie Purinton – Seminary Support and Vermont Veterans Memorial Cemetery: “Support your seminaries. Take a walk to see the cemetery!”

State of the Conference – Rev. Dr. Lynn Bujnak

“Behold what you are. May we become what we receive.”

When I think of faith at the edges – what I think about is trying to become what I receive and to be in those places where the one I follow is.

Some of the edges of the VTUCC that I see:

- Mission – (Global Ministry partnership, Prison Ministry, Vermont Ecumenical Council, long-term relationships with Methodists and Baptists, also now around Episcopal diocese in terms of justice issues and continuing education to both clergy and laity, Disaster recovery, VLIAC, Childrens summer lunch, CCM at UVM, Vermont Interfaith Action, LGBTQ Justice Work.)
- Ministry – (Work outside the church, Theology on Tap, Ripple, Saturday Nights, Street Communion, Emerging Faith Communities, Conference conversations like Faith @ the Edges)
- Relevance – (Faith in the Public Square, Spiritual but not Religious, Environmental Justice work, Climate Revival.)

- Money – (OCWM giving in last five years – precipitous drop off. The good news is that we're ahead of where we were last year, and some big increases in pledges.)
- Demographics – (Nearly 70% of our churches have less than a hundred members. Up in the 300+ category, not many at all. Regardless of size, “Do we want to grow? Are we open to change?”)
- Spiritual Wellbeing – (Jesus came to give life and life more abundantly, more joyfully. The vitality issue is addressed in the discovery that individual churches are often a mix of legacy, vital and emerging. Helping ask the question of what is a faithful response at this time in the life cycle of a church. We're about resurrection and not resuscitation. Some may want to go back (resuscitated) to the old glory days. That's not what we're about.)

L. Bujnak asked the house to break into small groups to discuss these issues and then return to the full group with a nugget of wisdom from their conversations.

1. Mission – Jesus is about Mission.
2. Ministry – Ministry outside the church is key to the future and everyone is a part of that ministry.
3. Demographics – Most churches are not representative of communities in which they do ministry, even though they're doing ministry to those communities. Also issue of multiple churches within the same demographic area.
4. Relevance – “The first temptation is the temptation to be relevant.” – F. Beuchner. That said, we are relevant, but how do we help others see that relevance.
5. Money – Essential to achieve our visions. Are thriving churches tithing?
6. Spiritual Witness – This is foundational to what we are and it depends on trust, which can be scary.

Debate on Gun Resolution

- Gary Crosby, Warren United Church

1 – My uncle was chief of police – the last thing you want in your house is a loaded gun.

2 – We hear about the slippery slope that if they are going to take away our guns, they're taking our right to fight against the government. We've lost that. We're not going to use weapons to obliterate tyranny.

3 – This resolution is not a silver bullet. We have more gun violence in this country than any other country in the world. This is one perspective in the many perspectives we need to work on to stem this tide.

- Bailey Cobb, First Church of Newbury

I could refute every point in the resolution. But we do need to talk about it. I did twenty years in the military as an electronics technician. I also had the opportunity to become qualified with many guns. I know what can be done with weapons. I'm licensed to carry guns and I could get one if I wanted.

My family would have problems though. I've been diagnosed with having clinical depression. Until the conversation looks at all aspects, it's pure noise.

- Gail Compton, First Congregational Church, Burlington

This is a very divisive issue. Also something that everybody says we've been talking about this for years, when are we going to do something about it. This is our chance. Perhaps we can take this year and discuss this in churches and at the conference. By passing this resolution it says, we are followers of Christ and we don't believe in violence. This has nothing to do with whether someone is going to take your gun away. It has to let people know who we are.

- Tom Steffen, pastor emeritus, 2nd Congregational Church of Bennington

I'm surprised that I'm here. But I believe that process is important. If you let people feel that they've been heard, it's a lot different. We do need to address the violence. That's the overarching issue.

- Martha Perkins, Charlotte Congregational Church

We've had one discussion after church on this issue. I'm an eighth generation Vermonter and I know about guns and we had guns in the house. I think one of the things bothering people is that they feel like people are taking away their rights. If someone says that to us, perhaps we should think about the many rights we already have. I want to say that for those who are in favor of this resolution and resolving the gun violence issue. Do not be fearful or afraid to speak out. I hope you can make the discussion happening in our own churches.

- Wendy Farrell, College Street Congregational Church, Burlington

I've fired a weapon once in my life and it was a lot of fun. The reason I'm speaking against is that I haven't heard any substantiation of the action that were suggested. People who have never had guns think that it will make them better. This resolution might make us feel better, because we've done something. Perhaps we should talk to law enforcement about how we can help them make the work a better place.

- Mary Brownlow, Norwich Congregational Church, responding informatively as sponsor of resolution.

This resolution was brought to us by a member of my congregation who is not here right now. We have learned that the specific acts in this petition are supported by 700 mayors and police chiefs from around the country.

- Betty Edson, Bethany United Church of Christ, Randolph

Looking at what the resolution says, I note that it says nothing about taking guns away from people. We do speak our conscience. We do not merely represent a vote of our congregation. I question

whether we would be in a more knowledgeable place next year than we are now if we were to table this resolution until next year.

- Marsh Hudson-Knapp notes in point of order that we do not applaud the outcome of the vote. Mr. Parker agrees and asks for agreement from the gathered body.
- Barbara Purinton, South Hero Congregational Church

The resolution isn't taking us to the edge. We need to look at the system where people misuse drugs and live in violence. We're asking other people to do for us something about this issue.

- Lee Ann Lee – United Church of Hardwick

My husband was a federally licensed firearms dealer. Neither of us are in favor of having assault weapons in homes. Yes, violence will happen but the issue is about trying to limit the carnage. I voted against tabling, because I felt that we should have the right to be able to talk about it in this forum.

- Carrie Youngblood, Montpelier Bethany Church, UCC

The issue of gun violence in the US can be closely compared to drunk driving. Over the last fifty years, we have spent much money and time researching the issue of drunk driving, passing legislation regarding it and mounted numerous campaigns against drunk driving. Over the years we have lowered the blood alcohol level that defines drunk driving. There are a lot of different actions that need to be taken to address the issue of gun violence in the United States. Conversations, resolutions, legislation addressing specific issues. I don't know what the answers are, but there are a lot of actions littler actions that need to be taken in order to address the large whole. Yes this is not all of it, but it is one of the many things that needs to happen. To vote against it because this is not going to answer the whole problem misses the point. It's *one* of the things we can do.

- Lee Moore, Bethany United Church of Christ, Randolph

I am a retired UCC pastor, from Newtown, CT. It was five years ago that I left that church. My heart would break if tomorrow or the newspapers or the television news reported that the Vermont conference voted down a resolution to prevent gun-violence.

- Tracy Weatherhogg, Grace Church, Rutland

I move to amend this resolution by putting a period after line 49 and striking everything following. Seconded.

- Peter Cook, First Congregational Church Burlington

I rise to speak against the amendment. I feel these three items, the banning of assault weapons, background check and trafficking have been widely and deeply debated. Every time we get up to this point, we soften and water it down and then we stop. I'm tired of that. There's a lot of research that suggests these are things we need to be doing and to commend these to our congregations for active and spirited debate. It is important to name and address this.

- Mike Marshall, Wells River

One of my objections of the three parts is that it already is a federal felony for gun trafficking. I would like to see these things enforced. The answer is to ask federal prosecutors to do their job.

- Jeanne Zammataro, Second Congregational Church Londonderry

I appreciate Tracy's attempt to make a compromise. I think it's equivalent to tabling the resolution. I am opposed to the amendment.

- Bailey Cobb, First Congregational Church of Newbury

What exactly is an assault weapon? I'm not sure we could agree. There is a confusion of terminology in this resolution. It'll be worse if you pass something and all of a sudden you have churches split and you have churches that can't do anything. Yes we have to compromise; it's a political action. But sometimes you have to do what is really feasible and continue the fight.

- Jeanne Zammataro – Second Congregational Church Londonderry

Assault weapons require a separate squeeze from automatic. In my understanding, the distinctions that Mr. Cobb made are inaccurate.

A motion made to call the question. Seconded. The question is called with several dissents.

There is a call for a divided house in the vote on the ammendment.

Yeahs – 26

Nays – 95

Abstentions – 0

The amendment is defeated.

After no further conversation, the resolution is called for a vote. The resolution is passed with several nays.

SUNDAY, JUNE 2

9:00 – Worship

PLENARY IV SERVING @ THE EDGES

9:18 – Call to Order by Mr. Alan Parker

Speak outs

- Gail Compton, First Church Burlington – Vermont Ibutwa Initiative: We are working for health and safety of women and children in the Republic of the Congo. Perhaps next year's offering from our meeting could go to this group.
- Judy Joy, 4/1 Earth: "Let us not let this movement end. We have contacted the UCC in Cleveland encouraging them to turn this project into a movement."
- Bailey Cobb, First Congregational Church of Newbury: "I am standing here to say goodbye. You are like a family and like all families there comes time to separate. We don't always agree, but we're always willing to listen with love and understanding. Time for me to say so, long, farewell."
- Bert Marshall, Church World Service: Since 1946, CWS has been working to alleviate hunger and poverty in the world, and that working together with the poor we can do this. The CROP hunger walk is one of the ways we can do that. I invite you to ask me about it. Thank you to all of you. God bless.
- David Durfee, Bennington – Boundary Awareness Training: On September 21 in Randolph, The Department of Church and Ministry will train leaders of associations for Boundary Awareness Training for training local churches and lay leaders.
- Diedre Goldenbogen, United Church of Underhill – Flapping Free Stoles: "Stoles for sale, including duct tape stoles because sometimes ministry gets messy!"
- Kevin Goldenbogen, Underhill – 5K run: "This year was a success. There will be another run next year (maybe not in the orchard!)." The run raised \$127 for the 217 drive.
- Judy Waible, One Billion Rising Initiative: There are 7 billion people in the world. Half of those 7 billion people are women, and one third of all women are raped or violated in their life-time. Twelve people learned the dance last night to remember these women and raise awareness about this epidemic.
- Mary Nelson Abbot, Mallet's Bay Congregational Church: On Wednesday June 12 at 7 pm, at First Congregational Church in Burlington the Matins choir from Des Moines IA, will perform. I was in this choir as a youth and it changed my life. They are amazing. Attend the concert.
- Sherry Baer, United Church of Northfield – Quilt Squares for the Department of Mission: We have received 13 squares over the year. We will put it into a real quilt. If you are willing to help Sherry finish the quilt, be in touch.
- Deborah Adams presents a peace lamp from the Palestinian Christians to the Christians of the Vermont Conference. D. Adams presents this lamp to the Conference, with the reminder that we are the underground church and that we have a commitment. We are asked to take the

lead in peace in the Middle East.

OCWM and 5-for-5 presentations, Jim Thomas

24 5-for-5 churches. Almost twice that number of churches who are 4-5! This is easy to turn into 5-for-5. Let's do it.

- Second Congregational Church of Bennington
- Congregational Church of Bradford
- Brandon Congregational Church
- Charlotte Congregational Church
- United Church of Craftsbury
- Danville Congregational Church
- United Church of Dorset and East Rupert
- East Corinth Congregational Church
- First Congregational Church of Essex Junction
- First Congregational Church of Fair Haven
- Greensboro United Church of Christ
- Second Congregational United Church of Christ, Jeffersonville
- First Congregational Church of Lyndonville
- Bethany Church, Montpelier
- First Congregational Church of Morrisville
- New Haven Congregational Church
- First Congregational Church of Newbury
- United Church of Northfield
- Pawlet Community Church
- Richmond Congregational Church
- Grace Congregational United Church of Christ, Rutland
- South Hero Congregational Church
- Waitsfield United Church of Christ
- Weybridge Congregational Church

Churches that met basic OCWM support goals in 2012:

- Bradford Congregational Church
- First Congregational Church, Brattleboro

- Danville Congregational Church
- Dummerston Congregational Church
- United Church of Newport
- First Congregational Church of Randolph Center
- Federated Church of Rochester
- United Church of Underhill
- Williston Federated Church

Mission Department Presentation

Vermont Low Income Advocacy Council, Karen Lafayette

Religion, politics and taxes! That's what I'm all about!

This year we celebrate our 41st year of activity in Montpelier to help people in poverty achieve self-sufficiency.

I want to thank all of you for your continuing generosity and support. You have been with us from the beginning on the fight for economic justice. This year the 2013 budget presented extraordinary challenges. The state had it's own challenges. The childhood poverty rate increased by %50. At the same time the state is experiencing dramatic need for emergency assistance money.

The administration had termed these programs as unsustainable. VLIAC supports fairer budget and tax policies. We need to get at the root causes of poverty and invest in those programs that work. We need jobs, training, childcare and support for struggling Vermonters that want to work.

We had many success this year in attempting to prevent roll-backs. But we have much to do. Advocacy is the key. We greatly value your partnership. Thank you.

Presentation of Nominating Committee, Skip Dickinson, co-chair.

Thanks to all who serve the conference and the churches in our work together. I also want to thank all of the people who have said yes to serve in the upcoming year.

Mr. Dickinson points out that all positions on Vermont Conference Boards and Committees are filled, except for a vacancy in the Nominating Committee. Mr. Dickinson asks for any volunteers to fill that slot and make the slate whole.

Skip Dickinson moves the slate of nominees from Revised Document G. This will be voted on in the next plenary session.

Presentation, Discussion and Vote on Ministerial Compensation Report, David Durfee

On behalf of the Ministerial Compensation Committee, I move the compensation figures, as presented in the report of the Ministerial Compensation Committee, for your acceptance.

The figures are approved unanimously.

Necrology Report, Lynn Bujnak

Rev. Charles Chamberlain – former Conference Minister. Hal Harrison speaks a few words in his memory. “That rich wonderful laugh is now silent. He did so much for all of us.”

Necrology:

Rev. Gaston M. Carrier

Rev. David Chevrier

Rev. David B. Johnston

Rev. Murdale Leysath

Rev. Gordon Prue

Rev. Ernest Rueter

Rev. Donald Van Dreser

PLENARY V “PUSHING THE EDGES”

Speak-outs

- One speak-out guest from had scheduled earlier but was not able to be here speaks now in this special slot: Ann Peck – Help Kids India

“We are faced with unbearable situations, young girls working in the fields, raped. Young mothers who leave their children unattended to work and come home only to have alcoholic husband take it from them. No hope – she sets herself on fire. This is common. We are supported by four UCC churches. We have opportunities for connections – put your faith on the edge. Contact us.”

Discussion and vote on Budget and Financial resolutions

This resolution has already been moved and seconded. We are now taking questions. No questions

There was no conversation. The budget passed with only a few nays.

Discussion and vote on the Nominating Slate

There are no additional nominations to add. The slate is approved unanimously as presented in Revised Document G.

Presentation of Gifts of Thanks to Guest Participants – Rev. Rona Kinsley

- Rev. Dr. Robin Meyers, Keynote Speaker – presented with a stole “Faith@The Edges” made by the Rev. Amy Pitton.
- Mark Violette, musician – R. Kinsley asked Martha Peck about a gift he might actually use. It was recommended that he be given a gift certificate to Parker Pie. Mr. Violette: “Thank you.

It's the coolest place in the Northeast Kingdom."

- L. Bujnak read a letter thanking the conference for their work in Irene recovery. Requests for assistance have stopped and the recovery fund still has some money left. The Board has recommended that we donate \$5,000 to the Rev. Dr. Meyer's church's ministry along with our "heartfelt prayers for the people of Oklahoma."

10:43 – Alan Parker asks for a motion to adjourn this meeting of the Vermont Conference, at the conclusion of worship.

The motion to adjourn was made from the floor.

Worship – Rev. Dr. Robin Meyers preaching.

Presentation of the Gavel

Alan Parker presents the gavel of the moderator to Rev. Rona Kinsley. "I have been incredibly proud of the United Church of Christ, as I have looked after it." A standing ovation of thanks for outgoing moderator Alan Parker

Rev. Rona Kinsley offers a Resolution of Thanks

WHEREAS the 218th Annual Meeting of the Vermont Conference of the United Church of Christ convened at Vermont Technical College June 1-2, 2013 and there worshipped, lived together in community, and conducted business; and

WHEREAS we gathered at the edges, told stories from the edges, and were inspired, not only to serve and continue serving at the edges, but to push the edges of our ministries *and* our comfort zones; and

WHEREAS so many worked so hard to plan and carry out all the many tasks that made this Annual Meeting not only possible but wonderful;

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

WHEREAS we were blessed with the opportunity to remember, celebrate, and *emulate*, the boundary-breaking, edge pushing spirit of Jesus Christ, whose Way we seek to follow;

THEREFORE be it resolved that we, the delegates and visitors to the 218th 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 the Vermont Technical College and especially Mary Jeanne Taylor and her staff, who have welcomed us, provided for us with efficiency and grace, and made our stay so enjoyable;

TO the members of Annual Meeting planning committee: Rev. Kevin Goldenbogen, Chair, Ms. Gail Compton, Ms. Ann Vivian, Ms. Joanne Hardy, Rev. Martha Peck, Mr. Hal Drury, Mr. Ned Davis, Rev. Abby Gackenheimer, Mr. Alan Parker, Rev. Emily Heath, Rev. Rona Kinsley, and conference staff members, Ms. Lynn Thomas, and Rev. Lynn Bujnak, who labored all year long to bring the vision for this meeting to such wonderful fruition;

TO Sybil McShane and Lynn Thomas for their fine work coordinating registrations and room assignments and for patiently answering all the many questions we threw at them;

TO the Vermont Conference Board of Directors, and Chair Amy Pitton, for their vision, guidance, and support;

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

TO the Rev. Dr. Robin Meyers, our keynote Speaker and Preacher, who so accurately described the mess we are in, who assured us that being miserable is a god thing, and who then inspired and challenged us to become the church that we would be if we were really serious about following Jesus;

TO our Musician, Mr. Mark Violette, whose gifts at keyboard and choir direction enhanced our worship in so many ways;

TO Ned Davis, who once again amazed us with his ability to make our Annual Meeting theme visible with his glorious and edgy floral designs;

TO the members of all the Conference committees whose work leading up to this meeting is so central to our purpose and actions;

TO our Parliamentarian Dick White, Scribes Marvie Domey and Peter Plagge, and our timekeeper, Kevin Goldenbogen, who were on hand to ensure propriety, accuracy and a good record of our proceedings;

TO our Chaplain, the Rev. Peter Cook, and to our child care providers, the Rev. Robin Junker-Boyce and Bethany Randolph Youth Group;

TO our remarkable Vermont Conference Staff: Conference Minister Lynn Bujnak, Associate Conference Ministers Pam Lucas and Mr. Jim Thomas, Administrative Assistant/Placement Secretary Lynn Thomas, and Communications and Resource Coordinator, Sybil McShane, who work well beyond the edges of all our expectations to support the ministry and mission of the individuals, local churches, associations, and committees who comprise this Vermont Conference, United Church of Christ;

AND with heartfelt thanks to our outgoing Moderator, Mr. Alan Parker, who gave generously of his time and talents in planning and guiding us through this meeting with warmth, humor, and the patience of an accomplished cat-herd,

To all of these, as well as an I have neglected to name and whose forgiveness I beg for so forgetting, we offer our deep and sincere gratitude. In humble appreciation, I move this resolution.

The resolution was seconded and approved unanimously.

12:37 – The 218th Annual Meeting of the VT Conference of the United Church of Christ adjourned.

Respectfully Submitted

Peter Plagge and Marvie Domey, Scribes

FINANCIAL DOCUMENTS

For the

Annual Meeting

Vermont Conference, United Church of Christ

June 1-2, 2013

*Please also see the Reports for the 2013 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 will be available for downloading at:
www.vtcucc.org/annual_meeting.html

If you would like a paper copy mailed to you, please contact the Conference Office at 802-728-4999 or information@vtcucc.org

www.vtcucc.org

<http://www.facebook.com/Vermont.Conference.UCC>

Introduction

This year the budget is being presented in the now familiar format. The single sheet summary, Document E, is on page 7. 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. To that end please see the explanation on pages 4 and 5 of the realignment of some Conference accounts. 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
Associate Conference Minister for Stewardship,
Church Vitality, and Finance
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 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 year we again apply 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.

Vermont Conference Account Realignments January 2013

Our current accounting system was set in 1999 when Quickbooks began to be used as our primary bookkeeping tool. The initial set up was not as efficient as it might be, and significant changes to the way we operate as a Conference over the past 13 years has made the current system cumbersome and not completely transparent. For example, it is difficult to know what the Conference Office actually costs to operate since those costs are split between various other areas of the Conference budget, including Stewardship, Office Operations, and Compensation of Staff.

Beginning in January 2013, some accounts were realigned in order to make our budget clearer and more usable. The change will add a new line to the expense budget, *Communications and Resource Center*, shift office expenses from the Stewardship Department to the Office budget, and assign the Administrative Assistant and Resource Center Coordinator personnel costs to their respective expense lines.

The breakdown:

New Expense Budget Line 6500: *Communications and Resource Center*

- Consists of three areas
 - Resource Center expenses (transferred from Christian Ed budget)
 - Communications (internet access, website hosting, calendars, search engines, etc. – transferred from the office budget)
 - Staffing (personnel costs, moved from Compensation of Staff budget)

Modified Line 8401, new name: *Conference Office*

- Consists of three areas
 - Facility Expenses (utilities, insurance, taxes etc. transferred from the Stewardship Dept budget)
 - Office Operations (supplies, copy machine, printing postage, etc)
 - Staffing (personnel costs, moved from Compensation of Staff budget)

The adjustments result in no changes to the total Conference budget, but shifts costs between expense lines, making them clearer and better aligned. It also realigns staffing costs – the three called staff will still be in line 8000, Compensation of Staff, but the Administrative

Assistant and Resource Center Coordinator costs will be assigned to their respective primary work centers.

The Board of Directors unanimously approved this accounting re-alignment at their February 2, 2013 meeting, effective January 1, 2013.

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
Associate Conference Minister for Stewardship, Church Vitality, and
Finance

DOCUMENT F**Resolutions Recommended by the Board of Directors
Pertaining to the 2014 Budget**

- 1 **1.) That the division of undesignated Basic Support for Our Church's Wider Mission**
2 **income for 2014 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 2014 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 2014 Vermont Per Capita be set at \$12.08. (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 2014.**
- 15 **7.) That the Board of Directors be authorized to adjust the 2014 operating budget as**
16 **unforeseen circumstances require, within the spending limits established in the**
17 **budget.**
- 18 **8.) That the Conference adopt a 2014 Operating Budget of not more than \$683,028**
19 **in expense and not less than \$683,028 in income, with the goal of ending 2014**
20 **with a balanced budget.**

| DOCUMENT E | | | | | | | | | | | |
|--|--|-------------------------------|---------------------------------|-------------------|-------------------|----------------------|-------------------------------|-------------------|----------------------------------|-------------------|--|
| VERMONT CONFERENCE UNITED CHURCH OF CHRIST BUDGET 2013-2014 | | | | | | | | | | | |
| | | | 2013 | | | 2013 | | | 2014 | | |
| | | | Approved at Annual Meeting 2012 | | | BOD Approved Changes | | | Presented to Annual Meeting 2013 | | |
| Acct # | Account Name | Operating | Special | Total | Operating | Special | Total | Operating | Special | Total | |
| INCOME | | | | | | | | | | | |
| <i>General Income</i> | | | | | | | | | | | |
| 3002 | Our Church's Wider Mission Basic Support | 408,146 | | 408,146 | 386,000 | | 386,000 | 410,810 | | 410,810 | |
| 3204 | Friends of the Conference | 30,000 | | 30,000 | 30,000 | | 30,000 | 33,000 | | 33,000 | |
| 3212 | Synod travel pool | 9,000 | | 9,000 | 9,000 | | 9,000 | 0 | | - | |
| 3300 | Per Capita Income | 148,000 | | 148,000 | 143,120 | | 143,120 | 150,276 | | 150,276 | |
| 3405 | Unrestricted Fund | 45,539 | | 45,539 | 45,539 | | 45,539 | 45,942 | | 45,942 | |
| 3502 | Interest - Operating Checking | 600 | | 600 | 600 | | 600 | 600 | | 600 | |
| 3508 | Restricted Fund - Income | 2,100 | | 2,100 | 2,100 | | 2,100 | 2,100 | | 2,100 | |
| 3507 | Miscellaneous | | | - | | | - | | | - | |
| 3604 | Annual Meeting Income | 30,000 | | 30,000 | 30,000 | | 30,000 | 30,000 | | 30,000 | |
| 3404 | Additional Draw Unrestricted Fund | | | | | | - | | | | |
| <i>Transfers</i> | | | | | | | | | | | |
| 3503 | Outdoor Ministries Fund Special Transfer | | | - | | | - | | | - | |
| | Dept. Mission Special Transfers | | | - | | | - | | | - | |
| 9102 | Atkinson and Miller Fund Income | 2,300 | | 2,300 | 2,300 | | 2,300 | 2,300 | | 2,300 | |
| <i>Departmental Income</i> | | | | | | | | | | | |
| 0002 | Dept. Church & Ministry Income | 6,500 | 2,000 | 8,500 | 6,500 | 2,000 | 8,500 | 6,500 | 2,000 | 8,500 | |
| 0003 | Dept. Mission Income | | | - | | | - | | | - | |
| 0004 | Dept. Christian Education Income | 11,000 | | 11,000 | 2,500 | | 2,500 | 1,500 | | 1,500 | |
| 0005 | Dept. Stewardship Income | | | - | | | - | | | - | |
| | TOTAL INCOME | \$ 693,185 | \$ 2,000 | \$ 695,185 | \$ 657,659 | \$ 2,000 | \$ 659,659 | \$ 683,028 | \$ 2,000 | \$ 685,028 | |
| EXPENDITURES | | | | | | | | | | | |
| 3004 | OCWM Basic Support to National | 142,851 | | 142,851 | 135,100 | | 135,100 | 143,783 | | 143,783 | |
| 4000 | Dept. Church & Ministry | 7,500 | 2,000 | 9,500 | 6,500 | 2,000 | 8,500 | 6,850 | 2,000 | 8,850 | |
| 5000 | Dept. Mission | 13,164 | | 13,164 | 10,614 | | 10,614 | 10,614 | | 10,614 | |
| 6000 | Dept. Christian Education | 20,500 | | 20,500 | 12,000 | | 12,000 | 12,000 | | 12,000 | |
| 6500 | Communications and Resource Center | 26,745 | | 26,745 | 26,745 | | 26,745 | 26,745 | | 26,745 | |
| 7000 | Dept. Stewardship | 18,950 | | 18,950 | 18,950 | | 18,950 | 18,950 | | 18,950 | |
| 8000 | Staff Compensation/Insurance/Taxes | 288,522 | | 288,522 | 282,000 | | 282,000 | 288,000 | | 288,000 | |
| 8243 | Staff Travel & Expenses | 33,100 | | 33,100 | 29,000 | | 29,000 | 33,300 | | 33,300 | |
| 8401 | Conference Office | 94,103 | | 94,103 | 89,000 | | 89,000 | 93,786 | | 93,786 | |
| 8550 | Conference Boards and Expenses | 17,750 | | 17,750 | 17,750 | | 17,750 | 19,000 | | 19,000 | |
| 8710 | Annual Meeting | 30,000 | | 30,000 | 30,000 | | 30,000 | 30,000 | | 30,000 | |
| 9800 | Repayment to Unrestricted Fund | | | | | | | | | | |
| | TOTAL EXPENDITURES | \$ 693,185 | \$ 2,000 | \$ 695,185 | \$ 657,659 | \$ 2,000 | \$ 659,659 | \$ 683,028 | \$ 2,000 | \$ 685,028 | |
| | SURPLUS (DEFICIT) | \$ - | \$ - | \$ - | \$ 0 | \$ - | \$ - | \$ 0 | \$ - | \$ - | |
| | | 2013 Per Capita rate: \$11.87 | | | | | 2014 Per Capita rate: \$12.08 | | | | |
| | | 2011 cpi: 2.9% | | | | | 2012 cpi: 1.8% | | | | |



Narrative Presentation of the 2014 Vermont Conference Budget

*Equipping congregations for Christ's ministry and mission
today and tomorrow.*

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 _____ **\$410,810**

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 continue the percentage of Basic Support division as 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 _____ **\$33,000**

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. (no Synod in 2014)

Per Capita Income

LINE 3300 _____ **\$150,276**

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 2014 is \$12.08 per member, with the associations assessing an additional amount. The amount increases each year based on the Consumer Price Index (CPI).

Unrestricted Fund
LINE 3405 _____ \$45,942



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 _____ \$600

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 earn additional interest.



Restricted Fund Income
LINE 3508 _____ \$2,100

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 \$2,100 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 3 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 can be 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. Since 2012, the entire \$8,000 comes 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 and Miller Fund
Income**
LINE 9102_____ \$2,300

When the Atkinson Retreat Center was sold in 2009, the proceeds, in accordance with the bequest, were 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_____ \$6,500

The department earns operating income through events including minister's convocation and 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 and authorized ministers.

**Department of Christian
Education Income**
LINE 0004_____ \$1,500

The Vermont Academy of Spiritual Training (VAST) program is in transition, so



that income sees a significant decrease this year. Other income includes donations from churches and members toward camping programs.

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 _____ **\$143,783**



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; faith formation 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 much 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 _____ **\$6,850**

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 Ministerial Standing and Standards, Church Standing, Ministerial Compensation, and a Convocation Committee which offers pastors an annual renewal and fellowship opportunity.

Department of Mission

LINE 5000 _____ **\$10,614**

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, Disaster Planning and Response, and Diversity.

Department of Christian Education

LINE 6000 _____ \$12,000

The Christian Education Department plans conference wide opportunities for those who work in churches with children, youth and adult Faith Formation. With Vermont Academy of Spiritual Training (VAST) in transition this year, both Christian Ed income and expenses have been significantly reduced.

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.

Communications and Resource Center

LINE 6500 _____ \$26,745

This is a new expense line in the budget this year. In an effort to make our budget more transparent, and to

know what ministry areas actually cost, we have broken out the Resource Center and conference communications into its own expense line.

This line covers three primary areas:

- Purchase of new videos, books etc. for the Resource Center
- Communications, including costs for internet access, bulk emails, website hosting, search engines, etc.
- Personnel costs for the staff member assigned to this area.

Department of Stewardship

LINE 7000 _____ \$18,950

The Stewardship Department expense budget is also significantly impacted by the rearrangement of expense accounts. Previously, costs associated with the Conference Office, including the mortgage payment, utilities, insurance etc. were part of this Department's budget. Beginning this year, those costs are assigned to line 8401, Conference Office, and as such, the Stewardship Department budget has been reduced by those amounts.

In addition to funds for the annual Conference audit, legal fees, and support for Department Committees, this line also includes \$12,000 in assistance to the Atkinson Residence Home in Newbury.

Staff Compensation, Insurance, Taxes

LINE 8000 _____ \$288,000

This section has also been impacted by the rearrangement of expense accounts. Staffing costs for

communications and the Resource Center are now included in that line, and the Administrative Assistant's costs have been moved to the Conference Office line. What remains is:

- Staffing costs for the Conference Minister and Associate Conference Ministers
- Worker's Compensation Insurance
- Health and Disability Insurance

This 2014 budget allows for expected increases in health benefit costs, but no increase in salaries (level funded).

Staff Travel and Expenses
LINE 8243 _____ \$33,300

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 and Associate

Conference Ministers travel to the National offices of the UCC and other locations during the year for meetings and consultations.

Conference Office
LINE 8401 _____ \$93,786

This expense line also has significant changes for 2014. All costs associated



with having and operating the Conference Office are now part of this expense line, including:

- Office Operations, including postage, copier expenses,

computer hardware & software, telephones, and supplies

- Facility Expenses, including taxes, insurance, utilities, and maintenance
- Staffing costs for the Administrative Assistant

Conference Operations
LINE 8550 _____ \$19,000

In this line are conference wide costs that don't belong to any other expense area. 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 funds are withdrawn from the Unrestricted Fund in excess of that allowed by the four year trailing formula, this line would show the repayment plan. See page 3 for more detail.

**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.

Donations to Investments

Description: This temporary holding account receives donations from members and churches to be forwarded on to one of the Conference investment accounts. For example, donations to Celebrate 217 land in this account and are periodically forward to the Unrestricted Fund.

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 authorized minister 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 authorized ministers 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.

Hurricane Irene Relief Fund

This fund, opened during 2011 by direction of the Board of Directors, receives donations from individuals and churches to support long term relief efforts in the wake of Hurricane Irene.

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 2013, is \$15,000.

| Temporarily Restricted Assets | Beginning Balance | Income During | Expended During | Ending Balance | Change During |
|--|--------------------------|----------------------|------------------------|-----------------------|----------------------|
| | 1/1/2012 | 2012 | 2012 | 12/31/2012 | 2012 |
| Pass Through Accounts: | | | | | |
| Christmas Fund | \$0.00 | \$26,233.24 | \$26,233.24 | \$0.00 | 0.00 |
| One Great Hour of Sharing | \$0.00 | \$55,169.89 | \$55,169.89 | \$0.00 | 0.00 |
| Neighbors in need | \$0.00 | \$27,555.69 | \$27,555.69 | \$0.00 | 0.00 |
| Hunger fund | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 0.00 |
| Directed gifts (UCC) | \$0.00 | \$2,625.00 | \$2,625.00 | \$0.00 | 0.00 |
| Directed gifts others | \$0.00 | \$1,754.50 | \$1,754.50 | \$0.00 | 0.00 |
| Strengthen the church | \$0.00 | \$4,648.77 | \$4,648.77 | \$0.00 | 0.00 |
| Peace Offering | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 0.00 |
| Dillard U-Henderson Sch. | \$0.00 | \$2,415.17 | \$2,415.17 | \$0.00 | 0.00 |
| Covenant Hills Scholarship | \$0.00 | \$250.00 | \$250.00 | \$0.00 | 0.00 |
| Covenant Hills Donation | \$0.00 | \$3,619.85 | \$3,619.85 | \$0.00 | 0.00 |
| Clough CD Interest | \$0.00 | \$154.34 | \$154.34 | \$0.00 | 0.00 |
| Donations to Investments | \$0.00 | \$9,849.90 | \$9,849.90 | \$0.00 | 0.00 |
| Atkinson Endowment Donation | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 0.00 |
| Local Portions of National Offerings: | | | | | |
| VT Peace projects (Mission) | \$203.55 | | | \$203.55 | 0.00 |
| VT Strengthen the Church (MAD) | \$2,190.49 | \$3,754.58 | \$1,367.00 | \$4,578.07 | 2,387.58 |
| VT Hunger (Mission) | \$315.07 | | | \$315.07 | 0.00 |
| VT Neighbors in Need | \$0.00 | | | \$0.00 | 0.00 |
| Assets controlled by Departments: | | | | | |
| Healing committee workshop (C&M) | \$2,789.40 | | | \$2,789.40 | 0.00 |
| Fairbanks Education Board (C&M) | \$12,297.33 | \$634.68 | \$65.00 | \$12,867.01 | 569.68 |
| Continuing education (C&M) | \$1,891.00 | \$221.54 | \$1,000.00 | \$1,112.54 | (778.46) |
| Brown Continuing Education (C&M) | \$2,159.53 | | \$700.00 | \$1,459.53 | (700.00) |
| Brown Convocation Fund (C&M) | \$2,712.43 | | \$2,513.52 | \$198.91 | (2,513.52) |
| Resource Center Fund (CE) | \$1,502.34 | \$35.00 | \$25.00 | \$1,512.34 | 10.00 |
| VAST Bible Comm's (CE) | \$10.00 | | | \$10.00 | 0.00 |
| VAST Scholarships (CE) | \$2,894.73 | | | \$2,894.73 | 0.00 |
| Camp About Face (Mission) | \$2,167.63 | | \$175.20 | \$1,992.43 | (175.20) |
| New Initiative (Mission) | \$700.00 | | | \$700.00 | 0.00 |
| Camp Agape (Mission) | \$0.00 | \$875.57 | \$829.57 | \$46.00 | 46.00 |
| Anti-racism (Mission) | \$3,568.09 | | | \$3,568.09 | 0.00 |
| God is Still Speaking (Stewardship) | \$360.42 | \$950.00 | \$932.67 | \$377.75 | 17.33 |
| Property Maint/Repair (Stewardship) | \$6,807.00 | \$750.00 | \$4,000.00 | \$3,557.00 | (3,250.00) |
| Assets Distributed by Conference Staff or BoD | | | | | |
| Fairbanks Board Relief | \$13,035.98 | \$796.00 | | \$13,831.98 | 796.00 |
| Ida Thorp scholarship | \$7,472.97 | \$939.44 | \$873.00 | \$7,239.41 | (233.56) |
| Gardner Cottle Fund | \$1,429.27 | \$95.79 | | \$1,525.06 | 95.79 |
| Ministerial assistance fund | \$6,817.65 | \$315.00 | | \$7,132.65 | 315.00 |
| Restricted memorial interest | \$9,510.90 | | | \$9,510.90 | 0.00 |
| Retired ministers reserve | \$57,191.13 | \$4,437.38 | \$140.00 | \$61,488.51 | 4,297.38 |
| Lobenstine Fund | \$5,432.85 | | | \$5,432.85 | 0.00 |
| Stewardship Fund | \$0.00 | | | \$0.00 | 0.00 |
| Disaster Plan | \$1,941.30 | | \$481.42 | \$1,459.88 | (481.42) |
| Make a Difference Grant Committee | \$0.00 | | | \$0.00 | 0.00 |
| General Synod Fund | -\$4,070.70 | \$5,500.00 | | \$1,429.30 | 5,500.00 |
| Hurricane Irene Relief Fund | \$45,802.00 | \$4,818.39 | \$29,357.70 | \$21,262.69 | (24,539.31) |
| Total | \$187,132.36 | \$158,399.72 | \$176,736.43 | \$168,495.65 | (18,636.71) |

REPORT OF THE REGISTRAR

Financial contributions from the churches total:

| | 2011 | 2012 | Change in \$ | Change in % |
|----------------------------|------------------|------------------|------------------|---------------|
| Basic Support | \$399,682 | \$374,992 | -\$24,690 | -6.2% |
| Per Capita | \$143,895 | \$140,432 | -\$3,463 | -2.4% |
| Friends of Conf (VT Gifts) | \$23,800 | \$19,545 | -\$4,255 | -17.9% |
| Neighbors in Need | \$29,680 | \$27,556 | -\$2,124 | -7.2% |
| Christmas Fund | \$15,104 | \$26,233 | \$11,129 | 73.7% |
| One Great Hour of Sharing | \$54,498 | \$55,170 | \$672 | 1.2% |
| Strengthen the Church | \$4,506 | \$4,649 | \$143 | 3.2% |
| Directed Gifts, UCC | \$9,898 | \$2,625 | -\$7,273 | -73.5% |
| Directed Gifts, non-UCC | \$5,377 | \$1,755 | -\$3,623 | -67.4% |
| Totals | \$686,440 | \$652,957 | -\$33,483 | -4.88% |

Vermont Conference, United Church of Christ Church Contributions to Basic Support for Our Church's Wider Mission 2012

| GOALS FOR BASIC SUPPORT FROM LOCAL CHURCHES: | | | | | | | |
|--|----------------------------|----------------|-----------------|----------------|----------------|--------------|------------------|
| 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 2012 are noted in boldface type. | | | | | | | |
| Federated (F) and Dual Aligned (D) churches meet the tithe goal at 5%. | | | | | | | |
| | | NUMBER | CURRENT | BASIC | BASIC | POINT | POINT |
| | | UCC | EXPENSES | SUPPORT | AS % OF | 2011 | CHANGE |
| Ch. # | CHURCH | MEMBERS | 2012 | 2012 | 2012 | % | 2011-2012 |
| 0020 | Ascutney | 71 | 65,121 | 800 | 1.2% | 1.2% | 0.1% |
| 0035 | Bakersfield/Fairfield | 22 | 40,222 | | 0.0% | 0.0% | 0.0% |
| 0050 | Barre | 253 | 210,030 | 6,542 | 3.1% | 3.5% | -0.4% |
| 0060 | Barton - (F) | 49 | 41,400 | 500 | 1.2% | 1.2% | 0.0% |
| 0070 | Bellows Falls | 31 | 76,729 | 700 | 0.9% | 1.0% | -0.1% |
| 0075 | Belvidere | 16 | 1,634 | | | | |
| 0090 | Bennington | 253 | 183,676 | 12,426 | 6.8% | 10.9% | -4.1% |
| 0100 | Benson | 36 | 37,978 | 50 | 0.1% | 0.7% | -0.5% |
| 0120 | Berlin | 80 | 60,741 | | 0.0% | 0.0% | 0.0% |
| 0125 | East Bethel | 18 | 9,000 | | 0.0% | 0.0% | 0.0% |
| 0130 | Bethel - (F) | 60 | 57,648 | 1,200 | 2.1% | 1.9% | 0.2% |
| 0140 | Bradford | 80 | 90,179 | 3,300 | 3.7% | 2.2% | 1.4% |
| 0160 | Brandon | 159 | 95,207 | 2,376 | 2.5% | 2.6% | -0.1% |
| 0170 | Brattleboro, Centre | 291 | 227,034 | 10,866 | 4.8% | 10.7% | -5.9% |
| 0190 | Brattleboro, First | 147 | 111,318 | 6,783 | 6.1% | 2.6% | 3.5% |
| 0200 | Bridgewater | 38 | 33,485 | 100 | 0.3% | 0.3% | 0.0% |
| 0220 | Bristol - (F) | 24 | 76,825 | 0 | 0.0% | 0.2% | -0.2% |
| 0230 | Brookfield | 20 | 46,760 | 400 | 0.9% | 0.0% | 0.9% |
| 0240 | Brownington | 48 | 42,110 | 3,500 | 8.3% | 26.6% | -18.2% |
| 0250 | Burlington, College Street | 315 | 317,331 | 27,100 | 8.5% | 8.5% | 0.0% |
| 0260 | Burlington, First | 700 | 484,811 | 14,200 | 2.9% | 2.6% | 0.3% |
| 0270 | Cabot - (F) | 44 | 66,961 | 300 | 0.4% | 0.0% | 0.4% |
| 0300 | Castleton - (F) | 82 | 79,402 | 500 | 0.6% | 0.6% | 0.0% |
| 0310 | Charlotte | 236 | 193,295 | 9,000 | 4.7% | 4.7% | 0.0% |
| 0320 | Chelsea - (F) | 16 | 140,737 | 90 | 0.1% | 0.0% | 0.1% |
| 0340 | Colchester (Mallets Bay) | 95 | 73,654 | 1,500 | 2.0% | 1.6% | 0.4% |
| 0360 | Cornwall | 61 | 69,830 | 1,000 | 1.4% | 1.4% | 0.0% |
| 0370 | Coventry | 15 | 5,303 | | 0.0% | 0.0% | 0.0% |
| 0380 | Craftsbury - (D) | 55 | 95,608 | 2,000 | 2.1% | 1.9% | 0.2% |
| 0385 | Shrewsbury - Community | 29 | 55,283 | 300 | 0.5% | 0.4% | 0.1% |
| 0390 | Danville | 150 | 130,697 | 4,552 | 3.5% | 1.9% | 1.6% |
| 0410 | Dorset | 325 | 261,328 | 9,000 | 3.4% | 2.8% | 0.7% |

Vermont Conference, United Church of Christ

Church Contributions to Basic Support for Our Church's Wider Mission

2012

| | | NUMBER | CURRENT | BASIC | BASIC | | POINT |
|-------|-----------------------------|---------|----------|---------|---------|------|-----------|
| | | UCC | EXPENSES | SUPPORT | AS % OF | | CHANGE |
| Ch. # | CHURCH | MEMBERS | 2012 | 2012 | CURRENT | 2011 | IN % |
| | | | | | 2012 | % | 2011-2012 |
| 0420 | Dummerston | 75 | 88,917 | 5,000 | 5.6% | 2.8% | 2.8% |
| 0430 | Duxbury | 17 | 152 | | | | |
| 0440 | East Arlington - (F) | 72 | 127,535 | 2,408 | 1.9% | 2.1% | -0.2% |
| 0480 | East Braintree/W Brookfield | 8 | 4,314 | | 0.0% | 0 | 0.0% |
| 0490 | East Brookfield | 29 | 15,793 | 0 | 0.0% | 3.2% | -3.2% |
| 0500 | East Burke | 49 | 42,056 | 0 | 0.0% | 0.7% | -0.7% |
| 0510 | East Charleston | 29 | 24,892 | 100 | 0.4% | 1.8% | -1.4% |
| 0520 | East Corinth | 106 | 66,806 | 3,372 | 5.0% | 4.3% | 0.7% |
| 0550 | East Hardwick | 15 | 7,573 | | 0.0% | 0.0% | 0.0% |
| 0557 | East Montpelier, OMH (F) | 89 | 150,730 | 4,000 | 2.7% | 3.4% | -0.7% |
| 0560 | East St. Johnsbury Third | 28 | 37,856 | 0 | 0.0% | 0.5% | -0.5% |
| 0570 | Eden Mills | 16 | 3,281 | | | | |
| 0590 | Essex Junction | 476 | 326,049 | 10,000 | 3.1% | 5.0% | -1.9% |
| 0600 | Fair Haven | 155 | 103,351 | 3,365 | 3.3% | 6.4% | -3.1% |
| 0650 | Grafton - (D) | 38 | 67,375 | | 0.0% | 0.0% | 0.0% |
| 0660 | Granby | 20 | 1,890 | | 0.0% | 0.0% | 0.0% |
| 0670 | Greensboro | 105 | 148,335 | 4,000 | 2.7% | 6.2% | -3.5% |
| 0690 | Guilford | 154 | 150,149 | 3,900 | 2.6% | 2.6% | 0.0% |
| 0695 | Hancock/Granville | 34 | 28,258 | | 0.0% | 0.0% | |
| 0700 | Hardwick - (F) | 12 | 99,636 | 882 | 0.9% | 1.9% | -1.0% |
| 0710 | Hartford | 71 | 27,360 | 1,000 | 3.7% | 3.7% | 0.0% |
| 0720 | Hartland | 153 | 95,167 | 6,044 | 6.4% | 6.1% | 0.2% |
| 0730 | Hinesburg - (F) | 49 | 114,830 | 1,200 | 1.0% | 1.1% | -0.1% |
| 0750 | Hubbardton | 26 | 12,249 | 250 | 2.0% | 2.1% | -0.1% |
| 0760 | Hyde Park | 115 | 150,190 | 750 | 0.5% | 1.2% | -0.7% |
| 0770 | Irasburg - (F) | 50 | 57,799 | | 0.0% | 0.0% | 0.0% |
| 0800 | Jamaica - (D) | 78 | 46,684 | 154 | 0.3% | 0.1% | 0.3% |
| 0810 | Jeffersonville | 71 | 75,184 | 722 | 1.0% | 0.3% | 0.7% |
| 0850 | Londonderry | 108 | 158,525 | 5,582 | 3.5% | 3.3% | 0.2% |
| 0870 | Lower Waterford | 15 | 19,423 | | 0.0% | 0.0% | 0.0% |
| 0880 | Ludlow - (F) | 83 | 67,271 | 250 | 0.4% | 0.8% | -0.5% |
| 0910 | Lyndonville | 100 | 91,036 | 2,700 | 3.0% | 2.5% | 0.4% |
| 0920 | McIndoe Falls | 15 | 5,818 | | | | |
| 0930 | Manchester | 227 | 333,305 | 2,500 | 0.8% | 1.6% | -0.8% |

Vermont Conference, United Church of Christ
Church Contributions to Basic Support for Our Church's Wider Mission
2012

| | | NUMBER | CURRENT | BASIC | BASIC | | POINT |
|-------|-------------------------|---------|----------|---------|--------------|------|-------------|
| | | UCC | EXPENSES | SUPPORT | AS % OF | 2011 | CHANGE |
| Ch. # | CHURCH | MEMBERS | 2012 | 2012 | 2012 | % | 2011-2012 |
| 0940 | Marlboro | 26 | 22,182 | | 0.0% | 0.0% | 0.0% |
| 0950 | Marshfield - (F) | 12 | 25,573 | 500 | 2.0% | 1.9% | 0.1% |
| 0960 | Middlebury | 279 | 322,712 | 12,500 | 3.9% | 4.0% | -0.1% |
| 0980 | Milton - (F) | 111 | 256,980 | | 0.0% | 0.0% | 0.0% |
| 0990 | Montpelier, Bethany | 203 | 268,669 | 11,554 | 4.3% | 5.2% | -0.9% |
| 1010 | Morrisville | 83 | 121,210 | 500 | 0.4% | 0.3% | 0.1% |
| 1020 | Newbury | 89 | 48,937 | 145 | 0.3% | 0.4% | -0.1% |
| 1030 | Newfane | 70 | 144,134 | 1,295 | 0.9% | 1.1% | -0.2% |
| 1040 | New Haven | 55 | 42,596 | 200 | 0.5% | 0.7% | -0.2% |
| 1050 | Newport - (F) | 160 | 154,027 | 7,848 | 5.1% | 1.1% | 4.0% |
| 1060 | North Bennington | 38 | 71,575 | 500 | 0.7% | 0.5% | 0.1% |
| 1070 | Northfield - (F) | 78 | 107,270 | 1,750 | 1.6% | 1.3% | 0.3% |
| 1080 | North Hyde Park | 30 | 13,568 | 0 | 0.0% | 0.8% | -0.8% |
| 1090 | North Pomfret | 97 | 84,425 | 1,502 | 1.8% | 1.9% | -0.1% |
| 1115 | Thetford, United - (F) | 42 | 77,057 | 1,250 | 1.6% | 2.5% | -0.9% |
| 1130 | Norwich | 291 | 248,442 | 17,000 | 6.8% | 6.9% | -0.1% |
| 1140 | Orleans Federated - (D) | 53 | 35,799 | | 0.0% | 0.0% | 0.0% |
| 1160 | Pawlet - (D) | 67 | 54,083 | 200 | 0.4% | 0.7% | -0.4% |
| 1175 | Perkinsville | 62 | 38,345 | | 0.0% | 0.0% | |
| 1180 | Peru | 79 | 19,000 | | 0.0% | 0.0% | |
| 1190 | Pittsfield - (F) | 16 | 51,919 | | 0.0% | 0.0% | 0.0% |
| 1200 | Pittsford | 102 | 82,462 | 1,250 | 1.5% | 3.0% | -1.5% |
| 1210 | Post Mills | 62 | 42,666 | 2,100 | 4.9% | 4.8% | 0.1% |
| 1230 | Quechee | 57 | 84,124 | 1,500 | 1.8% | 1.8% | 0.0% |
| 1240 | Randolph, Bethany | 256 | 292,331 | 13,000 | 4.4% | 4.7% | -0.3% |
| 1250 | Randolph Center | 23 | 18,634 | 2,600 | 14.0% | 8.3% | 5.6% |
| 1260 | Richmond | 173 | 154,495 | 4,000 | 2.6% | 4.9% | -2.3% |
| 1270 | Rochester - (F) | 142 | 133,000 | 6,669 | 5.0% | 7.3% | -2.3% |
| 1280 | Roxbury | 5 | 11,188 | | 0.0% | 0.0% | 0.0% |
| 1290 | Royalton | 16 | 18,732 | 100 | 0.5% | 0.0% | 0.5% |
| 1300 | Rupert | 45 | 43,869 | | 0.0% | 0.0% | 0.0% |
| 1310 | Rutland | 661 | 937,002 | 28,685 | 3.1% | 3.6% | -0.5% |
| 1320 | St. Albans | 99 | 130,000 | | 0.0% | 0.0% | 0.0% |
| 1330 | St. Johnsbury, North | 236 | 204,496 | 8,272 | 4.0% | 3.6% | 0.5% |
| 1340 | St. Johnsbury, South | 111 | 172,759 | 1,200 | 0.7% | 0.8% | -0.1% |
| 1360 | Salisbury | 35 | 30,772 | | | | |
| 1370 | Saxtons River - (F) | 57 | 73,762 | 600 | 0.8% | 0.8% | 0.0% |
| 1380 | Sharon | 133 | 61,884 | | 0.0% | 0.0% | 0.0% |
| 1390 | Sherburne | 13 | 26,004 | | 0.0% | 0.0% | 0.0% |

Vermont Conference, United Church of Christ Church Contributions to Basic Support for Our Church's Wider Mission 2012

| | | NUMBER | CURRENT | BASIC | BASIC | | POINT |
|---|------------------------------|---------|------------|---------|-------------|------|-------------|
| | | UCC | EXPENSES | SUPPORT | AS % OF | | CHANGE |
| Ch. # | CHURCH | MEMBERS | 2012 | 2012 | CURRENT | 2011 | IN % |
| | | | | | 2012 | % | 2011-2012 |
| 1400 | Shoreham | 19 | 33,267 | | 0.0% | 0.0% | 0.0% |
| 1420 | South Hero | 210 | 160,348 | 5,200 | 3.2% | 3.0% | 0.3% |
| 1430 | South Royalton - (D) | 91 | 61,722 | | 0.0% | 0.0% | 0.0% |
| 1450 | South Wardsboro | 7 | 2,010 | | 0.0% | 0.0% | 0.0% |
| 1460 | South Woodbury | 11 | 1,345 | | 0.0% | 0.0% | 0.0% |
| 1470 | Springfield | 203 | 190,677 | 11,025 | 5.8% | 8.4% | -2.6% |
| 1480 | Strafford - (D) | 86 | 63,915 | 50 | 0.1% | 0.1% | 0.0% |
| 1490 | Sudbury | 13 | 2,725 | | 0.0% | 0.0% | 0.0% |
| 1510 | Thetford, First | 152 | 128,011 | 3,000 | 2.3% | 2.5% | -0.1% |
| 1520 | Townshend - (D) | 34 | 48,120 | | 0.0% | 0.0% | 0.0% |
| 1540 | Tunbridge | 24 | 79,158 | | 0.0% | 0.0% | 0.0% |
| 1550 | Tyson | 27 | 7,937 | | | | |
| 1560 | Underhill - (F) | 115 | 107,027 | 5,907 | 5.5% | 5.0% | 0.5% |
| 1570 | Vergennes | 169 | 132,026 | 4,000 | 3.0% | 3.0% | 0.0% |
| 1580 | Waitsfield | 86 | 114,154 | 2,100 | 1.8% | 2.0% | -0.2% |
| 1600 | Warren | 102 | 132,529 | 5,400 | 4.1% | 4.9% | -0.9% |
| 1610 | Waterbury | 196 | 146,808 | 12,000 | 8.2% | 7.8% | 0.3% |
| 1620 | Waterville - (F) | 35 | 34,536 | 1,035 | 3.0% | 2.7% | 0.3% |
| 1640 | Weathersfield | 20 | 19,615 | | 0.0% | 0.0% | 0.0% |
| 1650 | Wells River | 76 | 79,704 | 1,549 | 1.9% | 3.2% | -1.3% |
| 1670 | West Dover | 63 | 92,172 | 3,460 | 3.8% | 4.5% | -0.8% |
| 1675 | West Fairlee, Congregational | 15 | 0 | | | 0.0% | |
| 1680 | West Fairlee, Center | 15 | 4,195 | | 0.0% | 0.0% | 0.0% |
| 1690 | Westfield | 9 | | | | | |
| 1700 | Westford - (F) | 14 | 15,000 | | | | |
| 1740 | Westminster West | 43 | 55,995 | 0 | 0.0% | 3.1% | -3.1% |
| 1750 | Westmore | 33 | 55,577 | 500 | 0.9% | 0.9% | 0.0% |
| 1760 | West Newbury | 69 | 76,449 | 1,500 | 2.0% | 2.1% | -0.2% |
| 1770 | West Rutland | 17 | 31,075 | 50 | 0.2% | 0.2% | 0.0% |
| 1790 | Weybridge | 80 | 86,774 | 5,500 | 6.3% | 6.9% | -0.6% |
| 1820 | Williamstown - (F) | 64 | 41,076 | 1,056 | 2.6% | 3.4% | -0.8% |
| 1830 | Williston - (F) | 172 | 146,000 | 3,996 | 2.7% | 0.6% | 2.1% |
| 1850 | Windham | 34 | 27,626 | 0 | 0.0% | 5.0% | -5.0% |
| 1860 | Windsor | 131 | 108,172 | 580 | 0.5% | 0.2% | 0.4% |
| | totals: | 13,109 | 13,243,554 | 371,892 | | | |
| <i>Since every church did not complete local church forms this year, the most current data available is used for membership and Current Expense Budget.</i> | | | | | | | |

**Vermont Conference
5 for 5 Churches
2012**

| church # | church name | | | | | | TOTAL | TOTAL |
|--------------|---|---------------------|--------------------|--------------------|--------------------|-------------------|--------------------|---------------------|
| | | OCWM | OGHS | CF | NIN | STC | SP SUPPORT | SUPPORT |
| 820090 | BENNINGTON, SECOND CONGREGATIONAL CHURCH | 12,426.00 | 1,956.00 | 200.00 | 1,702.00 | 100.00 | 3,958.00 | 16,384.00 |
| 820140 | BRADFORD, CONGREGATIONAL CHURCH | 3,300.00 | 142.00 | 20.00 | 106.00 | 136.00 | 404.00 | 3,704.00 |
| 820160 | BRANDON, CONGREGATIONAL CHURCH | 2,376.11 | 70.00 | 35.00 | 70.00 | 35.00 | 210.00 | 2,586.11 |
| 820310 | CHARLOTTE, CONGREGATIONAL CHURCH | 9,000.00 | 420.00 | 210.00 | 382.00 | 230.00 | 1,242.00 | 10,242.00 |
| 820380 | CRAFTSBURY COMMON, UNITED CHURCH | 2,000.00 | 440.00 | 96.00 | 361.00 | 173.00 | 1,070.00 | 3,070.00 |
| 820390 | DANVILLE, CONGREGATIONAL | 4,552.50 | 774.00 | 1186.30 | 422.00 | 297.00 | 2,679.30 | 7,231.80 |
| 820410 | DORSET, UNITED CHURCH | 9,000.00 | 774.00 | 1467.00 | 273.00 | 183.00 | 2,697.00 | 11,697.00 |
| 820520 | EAST CORINTH, CONGREGATIONAL | 3,371.77 | 1,004.29 | 203.07 | 297.62 | 50.00 | 1,554.98 | 4,926.75 |
| 820590 | ESSEX JUNCTION, FIRST CONGREGATIONAL | 10,000.00 | 1,235.00 | 608.00 | 678.00 | 289.00 | 2,810.00 | 12,810.00 |
| 820600 | FAIR HAVEN, FIRST CONGREGATIONAL | 3,365.20 | 350.00 | 263.12 | 193.00 | 86.00 | 892.12 | 4,257.32 |
| 820670 | GREENSBORO, UNITED CHURCH OF CHRIST | 4,000.00 | 566.00 | 76.00 | 556.00 | 340.00 | 1,538.00 | 5,538.00 |
| 820810 | JEFFERSONVILLE, SECOND CONGREGATIONAL | 722.03 | 462.26 | 444.45 | 414.86 | 201.52 | 1,523.09 | 2,245.12 |
| 820910 | LYNDONVILLE, FIRST CONGREGATIONAL CHURCH | 2,700.00 | 330.00 | 241.00 | 104.00 | 105.00 | 780.00 | 3,480.00 |
| 820990 | MONTPELIER, BETHANY CHURCH | 11,553.81 | 1,751.00 | 72.00 | 2,075.00 | 10.00 | 3,908.00 | 15,461.81 |
| 821010 | MORRISVILLE, FIRST CONGREGATIONAL CHURCH | 500.00 | 147.79 | 103.00 | 132.00 | 35.00 | 417.79 | 917.79 |
| 821040 | NEW HAVEN, CONGREGATIONAL | 200.00 | 106.53 | 91.21 | 68.77 | 72.25 | 338.76 | 538.76 |
| 821020 | NEWBURY, FIRST CONGREGATIONAL | 145.00 | 610.00 | 200.00 | 132.00 | 23.50 | 965.50 | 1,110.50 |
| 821070 | NORTHFIELD, UNITED CHURCH | 1,750.00 | 265.57 | 299.00 | 148.00 | 58.00 | 770.57 | 2,520.57 |
| 821160 | PAWLET, COMMUNITY CHURCH | 200.00 | 237.00 | 65.00 | 70.00 | 85.00 | 457.00 | 657.00 |
| 821260 | RICHMOND, CONGREGATIONAL CHURCH | 4,000.00 | 765.00 | 349.00 | 618.00 | 41.00 | 1,773.00 | 5,773.00 |
| 821310 | RUTLAND, GRACE CONGREGATIONAL CHURCH | 28,685.02 | 3,287.31 | 1630.00 | 1,583.07 | 702.00 | 7,202.38 | 35,887.40 |
| 821420 | SOUTH HERO, CONGREGATIONAL | 5,200.00 | 1,885.00 | 2333.00 | 1,017.00 | 390.00 | 5,625.00 | 10,825.00 |
| 821580 | WAITSFIELD, UNITED CHURCH OF CHRIST | 2,100.00 | 1,388.00 | 434.00 | 257.00 | 267.00 | 2,346.00 | 4,446.00 |
| 821790 | WEYBRIDGE, CONGREGATIONAL | 5,500.00 | 198.14 | 498.00 | 678.00 | 171.00 | 1,545.14 | 7,045.14 |
| TOTAL | | \$126,647.44 | \$19,164.89 | \$11,124.15 | \$12,338.32 | \$4,080.27 | \$46,707.63 | \$173,355.07 |
| | | | | | | | | |
| | OCWM = Our Church's Wider Mission | | | | | | | |
| | OGHS = One Great Hour of Sharing | | | | | | | |
| | CF = Christmas Fund | | | | | | | |
| | NIN = Neighbors in Need | | | | | | | |
| | STC = Strengthen the Church | | | | | | | |
| | | | | | | | | |
| | Total Special Support = OGHS + CF + NIN + STC | | | | | | | |

Vermont Conference, UCC

Financial Statements

December 31, 2012 and 2011

Independent Auditors' Report

Julow & Weltin PLC
Certified Public Accountants

Vermont Conference U.C.C.

December 31, 2012 and 2011

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Michael Julow
Certified Public Accountant

Independent Auditor's Report

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

I have audited the accompanying statements of financial position of Vermont Conference of the United Church of Christ as of December 31, 2012 and 2011, 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. My responsibility is to express an opinion on these financial statements based on my audits.

I conducted my audits in accordance with accepted auditing standards generally accepted in the United States of America. Those standards require that I 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. I believe that my audits provide a reasonable basis for my opinion.

In my 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, 2012 and 2011, 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.

My 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 my opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Michael Julow

May 3, 2013
License Number 92-0000148

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Email mjulow@myfairpoint.net

Vermont Conference U.C.C.
Statements of Financial Position
December 31, 2012 & 2011

Exhibit A

Assets

| | <u>12/31/12</u> | <u>12/31/11</u> |
|--|---------------------------|---------------------------|
| Current Assets | | |
| Cash - Checking & Savings | \$ 144,829 | \$ 170,024 |
| Investments, at fair value | | |
| Unrestricted | 973,642 | 1,096,057 |
| Loan to Conference Minister | 15,000 | 15,000 |
| Outdoor Ministries | 40,036 | 37,286 |
| Make A Difference | 141,361 | 132,009 |
| Endowment | <u>665,189</u> | <u>663,541</u> |
| Total Investments | <u>1,835,228</u> | <u>1,943,893</u> |
| Land & Office Building, at cost | 506,513 | 506,513 |
| Accumulated depreciation | <u>(67,145)</u> | <u>(58,315)</u> |
| | <u>439,368</u> | <u>448,198</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 | <u>\$2,451,712</u> | <u>\$2,594,402</u> |

Liabilities and Net Assets

| | <u>12/31/12</u> | <u>12/31/11</u> |
|---|---------------------------|---------------------------|
| Current Liabilities | | |
| Income held for churches | \$ 10,809 | \$ 10,347 |
| Current maturities of mortgage loan | <u>-</u> | <u>15,750</u> |
| Total Current Liabilities | <u>10,809</u> | <u>26,097</u> |
| Mortgage loan, less current maturities | <u>-</u> | <u>145,215</u> |
| Net Assets | | |
| Unrestricted | 1,393,235 | 1,370,834 |
| Temporarily restricted | 382,479 | 388,715 |
| Permanently restricted | <u>665,189</u> | <u>663,541</u> |
| Total Net Assets | <u>2,440,903</u> | <u>2,423,090</u> |
| Total Liabilities and Net Assets | <u>\$2,451,712</u> | <u>\$2,594,402</u> |

See accompanying notes to financial statements.

Vermont Conference U.C.C.
Statements of Activities
Years Ended December 31, 2012 & 2011

Exhibit B

| Unrestricted Net Assets | <u>12/31/12</u> | <u>12/31/11</u> |
|---|----------------------|------------------------|
| Revenues | | |
| Contributions and bequests: | | |
| Churches - Basic Support | \$ 374,992 | \$ 399,682 |
| Individuals | 19,545 | 23,800 |
| Per capita dues | 140,432 | 143,895 |
| Church and Ministry | 7,405 | 6,997 |
| Christian Education | 6,898 | 9,035 |
| Stewardship | 2,243 | 2,226 |
| Other revenue | 38,464 | 38,388 |
| Investment earnings | 17,224 | 22,665 |
| Investment gains | <u>54,506</u> | <u>(20,351)</u> |
| Subtotal | 661,709 | 626,337 |
| Net assets released from restrictions (from Special Purpose accounts) | <u>177,736</u> | <u>144,415</u> |
| Total unrestricted revenues | <u>839,445</u> | <u>770,752</u> |
| Expenses | | |
| Basic Support to National (unallocated payments to affiliated organization) | 132,678 | 159,873 |
| Supporting services | 280,727 | 269,091 |
| Program expenses: | | |
| Ordained Ministers' Compensation & Expenses | 196,318 | 197,452 |
| Special Giving | 118,920 | 122,804 |
| Mission | 45,874 | 22,193 |
| Church and Ministry | 11,604 | 8,664 |
| Christian Education | 19,384 | 24,944 |
| Other | 2,709 | 2,131 |
| Depreciation on building | <u>8,830</u> | <u>8,830</u> |
| Total expenses | <u>817,044</u> | <u>815,982</u> |
| Increase (Decrease) in unrestricted net assets | <u>\$ 22,401</u> | <u>\$ (45,230)</u> |

See accompanying notes to financial statements.

Statements of Activities (continued)

Exhibit B**Temporarily Restricted Net Assets**

| | <u>12/31/12</u> | <u>12/31/11</u> |
|--|--------------------------|-------------------------|
| Revenues | | |
| Contributions | \$ 159,398 | \$ 196,598 |
| Investment earnings | 2,852 | 2,515 |
| Investment gains | <u>9,250</u> | <u>588</u> |
| Total revenues | 171,500 | 199,701 |
| Net assets released from restrictions | (177,736) | (144,415) |
| Distribution from investments | <u>-</u> | <u>(2,000)</u> |
| Increase in temporarily restricted net assets | <u>\$ (6,236)</u> | <u>\$ 53,286</u> |

Permanently Restricted Net Assets

| | | |
|--|---------------------------|---------------------------|
| Revenues | | |
| Investment earnings | \$ 16,008 | \$ 24,029 |
| Investment gains | <u>3,110</u> | <u>8,407</u> |
| Total revenues | 19,118 | 32,436 |
| Required distributions of earnings | <u>(17,470)</u> | <u>(21,418)</u> |
| Increase in permanently restricted assets | <u>\$ 1,648</u> | <u>\$ 11,018</u> |
| Increase in Net Assets | 17,813 | 19,074 |
| Net Assets - beginning of year | <u>2,423,090</u> | <u>2,404,016</u> |
| Net Assets - end of year | <u>\$2,440,903</u> | <u>\$2,423,090</u> |

See accompanying notes to financial statements.

Vermont Conference U.C.C.
Statements of Cash Flows
Years Ended December 31, 2012 & 2011

Exhibit C

| | <u>12/31/12</u> | <u>12/31/11</u> |
|--|--------------------------|--------------------------|
| Operating activities | | |
| Change in net assets | \$ 17,813 | \$ 19,074 |
| Adjustments to reconcile net assets to net cash provided by operating activities: | | |
| Depreciation - building & equipment | 8,830 | 8,830 |
| Investment (gains) losses | (63,756) | 19,763 |
| Increase (Decrease) in payables | 462 | 947 |
| (Increase) Decrease in permanently restricted net assets | <u>(1,648)</u> | <u>(11,018)</u> |
| Net cash flows to operating activities | <u>(38,299)</u> | <u>37,596</u> |
| Investing activities | | |
| Net transfers from investments in excess of interest & dividends earned by investments | <u>174,069</u> | <u>24,824</u> |
| Net cash provided by investing activities | <u>174,069</u> | <u>24,824</u> |
| Financing activities | | |
| Principal payments on mortgage loan | <u>(160,965)</u> | <u>(14,678)</u> |
| | <u>(160,965)</u> | <u>(14,678)</u> |
| Net increase (decrease) in cash | (25,195) | 47,742 |
| Cash - beginning of year | <u>170,024</u> | <u>122,282</u> |
| Cash - end of year | <u>\$ 144,829</u> | <u>\$ 170,024</u> |
| Mortgage interest paid | <u>\$ 4,149</u> | <u>\$ 10,140</u> |

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, 2012 and 2011, 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 LiabilityCovenant 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 Loan

In 2012, the Conference paid off the mortgage loan on its office building.

Note 6 – Investments / Fair Value Measurements

Investments are stated at fair value and are summarized below as of December 31, 2012 & 2011.

| | <u>12/31/12</u> | <u>12/31/11</u> |
|------------------------|---------------------------|---------------------------|
| Money Market Funds | \$ 45,225 | \$ 95,354 |
| Bonds and Bond Funds | 941,462 | 1,062,113 |
| Stocks and Stock Funds | 818,541 | 756,426 |
| Notes Receivable | <u>30,000</u> | <u>30,000</u> |
| Total | <u>\$1,835,228</u> | <u>\$1,943,893</u> |

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, 2012 and 2011:

| December 31, 2012 | <u>Unrestricted</u> | <u>Temporarily Restricted</u> | <u>Permanently Restricted</u> | <u>Total</u> |
|---|-------------------------|-----------------------------------|-----------------------------------|--------------------------|
| Dividends and interest | \$ 17,224 | \$ 2,852 | \$ 16,008 | \$ 36,084 |
| Investment gains | <u>54,506</u> | <u>9,250</u> | <u>3,110</u> | <u>66,866</u> |
| Total investment return | <u>\$ 71,730</u> | <u>\$ 12,102</u> | <u>\$ 19,118</u> | <u>\$ 102,950</u> |
| Total return as a percentage of fair value, adjusted for withdrawals during the year | | | | <u>5.6%</u> |

| December 31, 2011 | <u>Unrestricted</u> | <u>Temporarily Restricted</u> | <u>Permanently Restricted</u> | <u>Total</u> |
|---|------------------------|-----------------------------------|-----------------------------------|-------------------------|
| Dividends and interest | \$ 29,743 | \$ 3,573 | \$ 28,036 | \$ 61,352 |
| Less investment fees | (7,078) | (1,058) | (4,007) | (12,143) |
| Investment gains (losses) | <u>(20,351)</u> | <u>588</u> | <u>8,407</u> | <u>(11,356)</u> |
| Total investment return | <u>\$ 2,314</u> | <u>\$ 3,103</u> | <u>\$ 32,436</u> | <u>\$ 37,853</u> |
| Total return as a percentage of fair value, adjusted for withdrawals during the year | | | | <u>1.9%</u> |

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, 2012 and 2011.

| | <u>12/31/12</u> | <u>12/31/11</u> |
|---|------------------------------|------------------------------|
| Wihakowi Fund | \$ 40,036 | \$ 37,286 |
| Vermont Make A Difference | 141,361 | 132,009 |
| Covenant Hill Fund | 25,000 | 25,000 |
| Community Loan Fund | 7,287 | 7,287 |
| Various contributions restricted for special purposes | <u>168,795</u> | <u>187,133</u> |
| Total | <u>\$ 382,479</u> | <u>\$ 388,715</u> |

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>12/31/12</u> | <u>12/31/11</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>26,461</u> | <u>25,437</u> |
| Subtotal – Exhibit K | 396,213 | 395,189 |
| Fairbanks Board For The Relief of Ministers – Exhibit K | 33,813 | 33,531 |
| Atkinson Memorial Fund – Exhibit K | 153,369 | 153,672 |
| Congregational Women’s Home Mission – Exhibit K | 23,524 | 23,327 |
| Vermont Branch Women’s Board of Mission – Exhibit K | 27,585 | 27,362 |
| Fairbanks Education Board – Exhibit K | <u>26,863</u> | <u>26,638</u> |
| Subtotal | <u>661,367</u> | <u>659,719</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 | <u>\$ 665,189</u> | <u>\$ 663,541</u> |

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, 2012 and 2011 were \$35,234 and \$34,655, respectively.

Note 10 – Evaluation of Subsequent Events

The Conference has evaluated subsequent events through May 15, 2013, the date which the financial statements were available to be issued.

Vermont Conference U.C.C.
 Schedule of General and Special Purpose
 Revenues and Expenditures
 Year Ended December 31, 2012

Exhibit E

| | <u>General</u> | <u>Special</u> | <u>Total</u> |
|--|-----------------------|------------------------|------------------------|
| Support and Revenues | | | |
| Basic support from churches | \$ 374,992 | | \$ 374,992 |
| Friends of the Vermont Conference | 19,545 | | 19,545 |
| Per capita dues | 140,432 | | 140,432 |
| Church and Ministry | 7,405 | | 7,405 |
| Christian Education | 6,898 | | 6,898 |
| Stewardship | 2,243 | | 2,243 |
| Other support and revenue | 29,845 | | 29,845 |
| Special Purpose revenues | | 159,398 | 159,398 |
| Transfers from unrestricted investments | <u>202,764</u> | | <u>202,764</u> |
| Total Support and Revenues | <u>784,124</u> | <u>159,398</u> | <u>943,522</u> |
| Expenditures and Transfers | | | |
| Basic Support to National | 132,678 | | 132,678 |
| Department of Church & Ministry | 6,452 | 5,152 | 11,604 |
| Department of Mission | 9,663 | | 9,663 |
| Department of Christian Education | 15,489 | 3,894 | 19,383 |
| Department of Stewardship | 43,233 | 10,850 | 54,083 |
| Principal payments on mortgage | 160,965 | | 160,965 |
| Compensation of Staff | 330,018 | | 330,018 |
| Staff Travel and Expenses | 25,399 | | 25,399 |
| Office Operations | 29,549 | | 29,549 |
| Conference Board and Annual Meeting | 37,997 | | 37,997 |
| Special Support | | 118,920 | 118,920 |
| Other Special Purpose Expenses | | <u>38,920</u> | <u>38,920</u> |
| Total Expenditures | <u>791,443</u> | <u>177,736</u> | <u>969,179</u> |
| Surplus (Deficit) | <u>\$ (7,319)</u> | <u>\$ (18,338)</u> | <u>\$ (25,657)</u> |
| <u>Reconciliation to Exhibit B</u> | | | |
| Surplus (Deficit) - see above | \$ (7,319) | \$ (18,338) | (25,657) |
| Investment earnings & gains (losses) | 71,730 | 12,102 | 83,832 |
| Transfers from investments | (202,764) | - | (202,764) |
| Depreciation on building | (8,830) | - | (8,830) |
| Principal payments on mortgage | 160,965 | - | 160,965 |
| Contributions to unrestricted investment account | <u>8,619</u> | <u>-</u> | <u>8,619</u> |
| | <u>\$ 22,401</u> | <u>\$ (6,236)</u> | <u>\$ 16,165</u> |

Vermont Conference U.C.C.
Funds for Benefit of Churches
December 31, 2012

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 |

| | |
|---|-------|
| 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 |

| | |
|--|--------|
| 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 |

| | |
|---|-------------------|
| 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 | 500 |
| | <hr/> |
| Total Funds For Benefit of Churches | \$ 217,378 |

Vermont Conference U.C.C.
Memorial Funds
December 31, 2012

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 | <u>\$ 152,374</u> |

Vermont Conference U.C.C.
Unrestricted Account
December 31, 2012

Exhibit H

Schedule of Investments (Market Value)

| | <u>Market Value</u> | <u>Cost</u> |
|-----------------------------|--------------------------|--------------------------|
| Money Market Account | \$ 17,145 | \$ 17,145 |
| Equities | 603,006 | 567,869 |
| Bonds and Bond Mutual Funds | 338,491 | 338,126 |
| Commercial Installment Note | <u>15,000</u> | <u>15,000</u> |
| Balance 12/31/12 | <u>\$ 973,642</u> | <u>\$ 938,140</u> |

Schedule of Investment Activity

| | |
|---|--------------------------|
| Balance 12/31/11 | \$1,096,057 |
| Investment income | 17,224 |
| Contributions | 8,619 |
| Realized Gain | 632 |
| Unrealized Gain | 53,874 |
| Transfers to the operating checking account | <u>(202,764)</u> |
| Balance 12/31/12 | <u>\$ 973,642</u> |
| Investment rate of return for the year | <u>7.2%</u> |

Vermont Conference U.C.C.
Outdoor Ministries
December 31, 2012

Exhibit I

Schedule of Investments (Market Value)

| | <u>Market Value</u> | <u>Cost</u> |
|-----------------------------|-------------------------|-------------------------|
| Money Market Account | \$ 1,876 | \$ 1,876 |
| Equities | 25,347 | 23,871 |
| Bonds and Bond Mutual Funds | <u>12,813</u> | <u>12,798</u> |
| Balance 12/31/12 | <u>\$ 40,036</u> | <u>\$ 38,545</u> |

Schedule of Investment Activity

| | |
|--|-------------------------|
| Balance 12/31/11 | \$ 37,286 |
| Investment income | 614 |
| Unrealized Gain | <u>2,136</u> |
| Balance 12/31/12 | <u>\$ 40,036</u> |
| Investment rate of return for the year | <u>7.4%</u> |

Vermont Conference U.C.C.
 Make A Difference
 December 31, 2012

Exhibit J

Schedule of Investments (Market Value)

| | <u>Market Value</u> | <u>Cost</u> |
|-----------------------------|--------------------------|--------------------------|
| Money Market Account | \$ 6,670 | \$ 6,670 |
| Equities | 84,654 | 79,721 |
| Bonds and Bond Mutual Funds | <u>50,037</u> | <u>50,016</u> |
| Balance 12/31/12 | <u>\$ 141,361</u> | <u>\$ 136,407</u> |

Schedule of Investment Activity

| | |
|--|--------------------------|
| Balance 12/31/11 | \$ 132,009 |
| Investment income | 2,238 |
| Unrealized Gain | <u>7,114</u> |
| Balance 12/31/12 | <u>\$ 141,361</u> |
| Investment rate of return for the year | <u>7.0%</u> |

Vermont Conference U.C.C.
Endowment Accounts
December 31, 2012

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 | \$ 3,055 | \$ 634 | \$ 978 | \$ 676 | \$ 523 | \$ 1,216 | \$ 8,630 | \$ 15,712 |
| Equities | 46,523 | 7,237 | 10,338 | 8,271 | 8,271 | 3,515 | 21,379 | 105,534 |
| Bonds and Bond Mutual Fund | <u>103,791</u> | <u>15,653</u> | <u>22,497</u> | <u>17,916</u> | <u>18,791</u> | <u>6,944</u> | <u>354,529</u> | <u>540,121</u> |
| Balance 12/31/12 | <u>\$ 153,369</u> | <u>\$ 23,524</u> | <u>\$ 33,813</u> | <u>\$ 26,863</u> | <u>\$ 27,585</u> | <u>\$ 11,675</u> | <u>\$ 384,538</u> | <u>661,367</u> |

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 12/31/11 | \$ 153,672 | \$ 23,327 | \$ 33,531 | \$ 26,638 | \$ 27,362 | \$ 11,326 | \$ 383,863 | \$ 659,719 |
| Investment income | 3,648 | 555 | 796 | 635 | 657 | 252 | 9,465 | 16,008 |
| Gain (Loss) on sales | 204 | 19 | 32 | 36 | 36 | 15 | - | 342 |
| Unrealized Gain (Loss) | 1,054 | 178 | 250 | 189 | 187 | 82 | 828 | 2,768 |
| Distributions | <u>(5,209)</u> | <u>(555)</u> | <u>(796)</u> | <u>(635)</u> | <u>(657)</u> | <u>-</u> | <u>(9,618)</u> | <u>(17,470)</u> |
| Market 12/31/12 | <u>\$ 153,369</u> | <u>\$ 23,524</u> | <u>\$ 33,813</u> | <u>\$ 26,863</u> | <u>\$ 27,585</u> | <u>\$ 11,675</u> | <u>\$ 384,538</u> | <u>661,367</u> |
| Special savings accounts | | | | | | | | <u>3,822</u> |
| Total Market Value of Endowment Investments 12/31/12 | | | | | | | | <u>\$665,189</u> |
| Investment rate of return for the year | | | | | | | | <u>2.9%</u> |