

2018

ANNUAL YEARBOOK OF THE VERMONT CONFERENCE

2018 Reports by Staff, Department, Boards and Committees

**Minutes of the 2018 Annual Meeting
Financial Reports 2017
Proposed Budget for 2019
Auditor's Report for the year ending 2017**



**Vermont Conference
36 North Main Street
Randolph, Vermont 05060
(802)728-4999**

Email: vtconference@vtcucc.org

www.vtcucc.org

Our Mission is equipping congregations for Christ's ministry and mission today and tomorrow. We are enabled to do this because our member churches contribute to Our Churches Wider Mission (OCWM), pay per capita dues, volunteer people/time, and keep us in their prayers.

This Yearbook is an accounting of how the Conference has worked toward equipping our congregations. It contains the minutes of our Annual Meeting that sets priorities and inspires. The work is done not only by staff, but also by members of the Conference and by organizations which we share a common ministry goal with.

This Yearbook also gives an accounting of our accounting. It indicates where the money comes from and where it goes. In the Narrative budget you can see where it goes for ministry and mission. All of the numbers and the financial processes are audited by an independent auditor who makes the conference financial person provide in detail all of the Auditor's requests.

2018 Yearbook

VERMONT CONFERENCE, UCC

Reports of the Vermont Conference, UCC

Conference Minister

Board of Directors

Department of Finance

Department of Mission

Pamela Lucas – Church & Ministry closing her Conference Ministry

Convocation Planning Committee

Personnel Committee

Outdoor Ministry

Annual Meeting Reports

Minutes of the April 2018 Annual Meeting

Financial Report

Independent Auditor's Report



2018 Annual Report Conference Minister

Dear Beloved Community in the Vermont Conference, UCC,

The word for this past/passing year is transition. This has and is happening in a variety of ways including

Staff Transitions

- We said good-bye to Jim Thomas as he accepted a call to a local church in New Hampshire.
- Jesse Davis, our Ministries Coordinator was offered a job that was full-time with benefits, so he also left the staff.
- Charri, Pam and I carried on!
- We welcomed a new Ministry Coordinator who did not work out and we had to say good-bye to her.
- Charri, Pam and I carried on!
- Charri Robinson announced that she was moving to Colchester to be near her family. Charri will continue to be our Conference Bookkeeper and put together the weekly EKit. She will work most Wednesdays and will work at home on other days. We anticipate this position being 10-12 hours per week.
- With Charri's news, Jesse Davis was offered a full-time position with benefits and rejoined the staff.
- The biggest transition of all was the search for and identification of a new Associate Conference Minister. The Rev. Paul Sangree will officially start his work with us on December 4th.
- With gratitude and sadness we will be saying good-bye to Pam Lucas at the end of the year. Her celebration and release liturgy will be on December 1st

Pastoral and Congregational Transitions

- Over the past two years six of our longest serving pastors retired. Not only has this created transitional times in their former congregations, but it is

such as planning and evaluation. Watch for a Vitality Event on AI in late March and a continuation of our learning, work and strategic planning at next year's Annual Meeting.

All of these transitions are happening against a backdrop of multiple crises in our nation and in the world. With our congregations this year are brothers and sisters showing the need and possibility for talking and listening respectfully to those with whom we disagree. There are individuals and congregations stepping up and out to Be the Church in a variety of ways. I pray we will witness to our faith when we live with integrity, understand our calling as stewards of this good earth, and care for the "least of these" more than we care for money and power.

Finally, thank you for giving me the opportunity to serve alongside you as Conference Minister. I am grateful to a wonderful staff even in the midst of transition. I am thankful for the church leaders and pastoral leaders who are willing to serve on the Conference level and for the energy and insight they bring. Most of all, I am thankful for our churches and pastors. I love our variety of size, location, economic circumstance, our dedicated Licensed Pastors as well as those Ordained and for the certain knowledge that we need one another.

I look forward to seeing what God has in store for us in the coming days and years. Your staff and Board will continue to seek ways tried and true and new ways emerging to equip our churches for Christ's mission and ministry today and tomorrow.

Lynn Bujnak

The Vermont Conference of the United Church of Christ
Board of Directors' Report
November, 2018

I am grateful to have had the opportunity to work alongside such able and faithful people on the Board of Directors this year, and I want to express my thanks for them: Bill Anderson, Julie Cadwallader Staub, Doug Carter, Dick Dale, Rona Kinsley, Nancy McHugh, Dick Dale, Doug Carter, Kim McKerley, Laura Nassau, Jeffrey Tuper-Giles, David Vanderlinde-Abernathy, and Eric Webster.

The Board has been well guided and supported by our Conference Minister, Rev. Dr. Lynn Bujnak, and our Associate Conference Minister, Rev. Pam Lucas. It is difficult to overstate the contributions Lynn and Pam have made to the Board's work this year. And, in light of Pam's departure at year's end, I would like to offer a special word of thanks for her excellent service to the Conference.

At the beginning of this year, the Board appointed an Associate Conference Minister Search Committee. The search culminated in a unanimous vote of the Conference to call Rev. Paul Sangree. Paul will begin serving as our Associate Conference Minister next month. The Board is deeply appreciative of the Search Committee's diligence. We owe this team a debt of gratitude: Martha Peck (chair), Laurie Chipman, Daniel Cooperrider, Robert Kottkamp, Nancy McHugh, and Lynn Bujnak (*ex officio*).

The Board has given due attention to many areas of the Conference's life this year, but our primary focus has been forward-looking. The Board has positioned itself — and the Conference — to do long-range, strategic planning in the first half of 2019. Last summer, we explored the possibility of working with Appreciative Inquiry (AI) practitioners at Champlain College and planned to offer four regional AI events. In the end, the Board felt the need to change course and to forge a partnership with Rev. Rob Voyle, an Episcopal priest presently serving a parish in Charlotte, NC. In the coming year, Rob will lead an Appreciative Inquiry retreat for the Board, offer an AI vitality event for the Conference, and be our keynote speaker at Annual Meeting 2019. We are delighted to work with Rob and look forward to engaging the Conference in this important work.

It is an honor to serve the Conference as a member of the Board. I look forward to a fruitful year in the Vermont Conference.

Faithfully,

Rev. Andy Nagy-Benson

2017 TREASURER'S REPORT

2017 can be characterized as a year of transitions and change for the Vermont Conference. The resignation and departure in September of Jim Thomas, Associate Conference Minister for Stewardship, Church Vitality and Finance, as well as other personnel changes during the year impacted the financial activity and consequently produced an overall surplus. Total operating income for 2017 came in at \$648,238. This was \$1,164 less than the revised budget - virtually on budget. Operating expenditures for the year totaled \$636,509 which was less than the revised budget by \$12,893, or 1.9%. The net result was an \$11,729 surplus.

How was this surplus generated? Looking at the income side, Contributions to Basic Support for Our Church's Wider Mission – representing 58% of conference income – totaled \$373,385. This was \$3,385 more than the revised budget and \$6,242 more than 2016. Of the Basic Support contributions, 30% was forwarded on to the national setting of the UCC extending our mission and ministry-reach beyond Vermont.

Income from Per Capita Dues was unexpectedly less than budget by \$18,125 totaling \$125,375. This reduction can be explained by churches culling their membership rolls. Giving to Friends of the Conference totaled \$23,693, a small increase over 2016. The other major source of income is the draw from the Unrestricted Endowment Fund. This year, \$45,502 was drawn from the fund to support current operations. Overall giving to the United Church of Christ including contributions to Special Offerings such as: OGHs, Neighbors in Need, Strengthen the Church, Christmas Fund, increased \$2,234, or 0.35% over 2016.

On the expenditures side, savings were realized across most areas/departments of the budget. Staff compensation was less than the budget by \$4,549 due to Jim's departure, as was Staff Travel and Expenses by \$10,097. Travel, in particular was less as staff opted to utilize technology to convene meetings remotely. Operations at the Conference Office were under budget by \$10,849 due to a support staff vacancy and lower technology, postage and telephone costs. Overall, these savings were the major factor in generating this year's surplus.

The Unrestricted Endowment Fund produced a total return (interest, dividends, realized and unrealized gains/losses) of 13.84% in 2017 and ended the year valued at \$1,156,236, an increase of \$137,657 from the prior year. The equity portion of the Unrestricted Fund generated 23.25% growth exceeding the performance of the S&P 500 index (20.49%). Over the past five years, the Unrestricted Fund has modestly grown an annual average of 9.04% and 5.46% over the past ten years. Funds withdrawn were accordance with the maximum annual draw policy of 4.25% of the average of the previous four years' ending balance. This policy has helped to stabilize the endowment securing it for the long-term support of the Vermont Conference.

As of December 31, 2016, the conference's investment portfolio was fully divested of any fossil fuel holdings. The Investment Committee as of yet has been unsuccessful in replacing those holdings with investments in green or alternative/renewable energy companies or mutual funds thus keeping some portion of the portfolio in the lucrative energy sector. The committee will continue to seek alternative green investment opportunities.

A tremendous "thank you" must go to Charri Robinson who assumed many of the daily financial responsibilities handled by Jim Thomas after his departure. Her willingness to take on these additional duties kept the conference operating through the year-end and allowed the staff and board the freedom to develop and restructure the staff for the future. Furthermore, the conference was able to adapt to maintain good stewardship of the conference's funds.

Laura H. Nassau, Treasurer

DEPARTMENT OF MISSION REPORT
VTCUCC

We welcome suggestions and comments. We consider requests for funding, within the constraints of our budget. It is our goal to represent the members of the Vermont Conference in the best ways possible, to reflect a shared consciousness about justice and fairness among all God's people, to resource our churches, and to advocate for policies and practices that more faithfully serve the Gospel, cultivate the common good, and move us closer to the Realm of God. We sponsor resolutions and workshops at the annual meetings of the Conference. We support small groups and subcommittees working on specific aspects of mission and justice, such as the Task Force to End Gun Violence and a working group on the environment. Through our budget we annually support the summer lunch program, VLIAC (Vermont Low Income Advocacy Council), and VIA (Vermont Interfaith Action).

We meet once or twice a year (Spring and/or Fall) at the Conference office, and we communicate throughout the year via email and conference calls.

Rev. Bert Marshall, Chair

TO THE VERMONT CONFERENCE:

Thank you for being my church for the past 19 years. After serving a local church for many years – I wondered - where was my church - when I started Conference ministry? But I quickly discovered my congregation was now the Conference – each one of your churches has become one of my church families – and you have been gracious about inviting me into your lives.

As in any congregation – church families come in different sizes and shapes, personalities, ages and states of well-being – distinct ways of being church – filled with joys and sorrows and concerns.

Early on, I decided that three things were most important when I first met your family. First, I had to figure out where you lived – and some of you have truly lived off the beaten path – secondly I had to learn where the restroom was – or wasn't – because a couple of you did not have indoor plumbing! – and thirdly, I had to worship with you. Because it is in worship that the heart and soul of a congregation is revealed most powerfully.

And yet, with all the differences between churches, there was one thing that was true for all our churches – people had gathered because they knew Jesus loved them – or hoped that Jesus would love them – and because they wanted to learn more about what it means to follow Jesus in the real world.

Okay, I know that reality all too often intrudes upon that idyllic scenario – and – yes – there are times when congregations have difficulty being the Body of Christ – but for me – I believe that there is nothing wasted in God's economy – and often those non-idyllic scenarios are a wake-up call – an opportunity – a challenge – a moment of choice or a possibility.

And sometimes that happens at the time of a pastor's retirement or resignation.

So it has been a joy to have walked with churches and search committees over these years. It is in these times that a congregation is invited to lean into God's future – an opportunity to be in discernment with God and one another –

to ask questions about where God might be pushing – prodding – nudging – and sometimes even kicking them into a future that looks very different than the past.

It is in these times that I have witnessed individuals and churches opening their eyes and ears to the sacred signs at work within and among them –

How many of you have heard me state my faith –

That God is the one in the Placement Business – our job is to make sure we don't run ahead of or lag behind what God is up to...

That God is in the no's as well as the yes's –

That when we hit a rough spot we need to stop and ask –

What more do we need to learn or do before we are ready for whatever God is up to in our midst..

AND – how important it is to wait upon God-given consensus -

AND – that sometimes God's timing is not what we want the timing to be!

I have never been bored in this work – I thank all who have served as members of our Conference Committees and Departments - the Church and Ministry Department – which planned and hosted annual workshops for local churches and pastors – The Healing Retreats that were so powerful – the Boards of the Atkinson Retreat Center and the Atkinson Home for the Retired - Women's Fellowship Retreats and Annual Meetings – Church Standing and Standards Committee who worked Association Executive Committees on living our Covenant in the UCC and helping name Marks of Vitality in our Local Churches – Church and Ministry Committees – Vermont Academy of Spiritual Training – Christian Education Department Workshops and Retreats for Church School Teachers – Clergy Convocation and Interim Pastor Gatherings – Boundary Awareness Trainings for Clergy and Lay Leaders – A Small Church Search and Call Program –

Two things occur to me as I list all these things

First – a number of things I just listed no longer exist in the Vermont Conference - proving that God is always pulling up our tent pegs as our first hymn stated – letting us know that we can't ever stop leaning into God's future - that some wonderful ways of being the Conference were wonderful for their time and it's needs – but are no longer needed – but I am also mindful that some needs are eternally important – but need to be met in new ways – like with Church Vitality Events – Micro Church Workshops – even our Church and Ministry Committees are having to meet and internalize a brand new Manual on Ministry this very year!

And it is with new ways, with new gifts and a new face that the Vermont Conference is leaning forward today in anticipation. Someone said to me, 'we're going to miss your wisdom' – and I replied – 'maybe – but remember that when I started I didn't know a blessed thing.' It is you – the pastors and people of the churches of the Vermont Conference who have taught me any of the wisdom I leave with.

Thank you for teaching me anything and everything that ended up being helpful.

Lastly, I leave you with a challenge – and when you hear what it is you will not be surprised. My first call was to be a Christian Educator. And as I look back, I am grateful that the call expanded to be Pastor and Teacher. Because my passion is life-long faith formation from cradle to grave – and not just to a ministry that is fenced off to particular ages.

And that means we all – every single one of us in the churches need learn the language of God – to become fluent in matters of our faith – so every single one of us will have ears and eyes open to signs of God around us – to be open to the signs of what God is doing in our life and the lives of our churches – and then to be willing to set out on God's next adventure for us. As Jesus says - 'Be ALERT!' And Psalm 25 is our prayer – 'Make me to know your ways, O Lord; teach me your paths. Lead me in your truth and teach me.'

Many of you state in your bulletins – Ministers: All the People – Yes – the priesthood of all believers. What does it mean to be God’s people called out of the world – out of the culture – into worship? To enter into worship in order to be sent back into the world as bearers of Christ’s transforming power of justice, peace and mercy?

How might worship call forth our anticipation that the Holy Spirit is actually present – is actually at work blowing away the cobwebs and debris of the week – rustling our souls – softening our hardened hearts – challenging our preconceived assumptions – and setting us down in a significantly different place as we leave that holy space?

How might that kind of worship send us into a different kind of Monday?

The work of a pastor is no more holy than the work that everyone in a congregation is engaged in. A Pastor’s work on Monday morning after Sunday is to begin preparing for the next Sunday – and tending to the care of the congregation. Other’s wake up to be teachers, parents, police officers, lawyers, car mechanics, farmers, accountants, hair dressers, doctors, carpenters, waiters and waitresses. And every single one of them holds the lives and souls of their customers, clients, consumers, patients, students, family members, co-workers, neighbor – they too hold the lives and souls in their care as a precious gift.

I pray that we, the church, will train up and commission all of our members to be ministers in the world – to the world. To do all work to the glory of God. To make all our relationships sacred.

I know that this can be so – because I have seen it lived out in the faith and love and hope of hundreds of members of our churches here in the Vermont Conference –

As Paul writes in I Thessalonians – ‘How can we thank God enough for you – in return for all the joy we feel before our God because of you...’

I thank you all for teaching me what it means to be church with a capital C

CONVOCATION PLANNING COMMITTEE

The 2018 Clergy Convocation at Bishop Booth Center on beautiful Lake Champlain was three days (September 17-19) devoted to the theme "From the Fig Tree: Learn Its Lesson" led by Dr. Pam Shellberg who is the scholar-in-residence at The BTS Center in Portland, Maine. Throughout the five sessions, two evening worship services, two early morning worship services and the final service of worship and celebration of communion we mined scripture, sang and prayed together and explored and gave voice to our shared stories. Each meal time opened with a verse from the Johnny Appleseed Grace. Opportunities for relaxation, refreshment and renewal enhanced the time together for the 40 participants and we are grateful that Hopkins Book Store was also present with books of interest for sale. The 2018 Convocation Planning Committee consisted of Lucia Jackson, Amanda Swoyer, Pam Lucas and Kathy Clark.

The Rev. Kathleen S. Clark, Pastor
The Federated Church of East Arlington

Personnel Committee

As the conference has seen and will yet see some significant personnel changes in the past year and near future, the Personnel Committee met regularly during the past year to review job descriptions and work with the board of directors to come up with a plan to meet the needs of the conference. We have reshuffled responsibilities and more importantly devised a staffing structure we can afford. As the chair of the Board of Directors, Rev. Andy Nagy-Benson put it in his letter to the conference on February 22, 2018, "we have come to see that a staffing structure that has served us well for many years may not be what is needed going forward." From the well-developed seed of an idea from Rev. Bujnak, we developed a staffing outline for the Board of Directors to tweak and fill out where and how the Associate Conference Minister position combines some of what was in Rev. Thomas' position and some of what is currently in Rev. Lucas' position. Some tasks will remain the same, some will drop away and others will be organized and done differently.

After drafting the new job descriptions for the newly minted structure we met a few times with the Board of Directors to fine tune it, and ultimately write a profile to be circulated among those qualified and looking for conference work. Many thanks to Personnel Committee member Rev. Martha Peck for agreeing to serve on the search committee (and serving as chair) as a representative of the Personnel Committee.

We would be remiss if we did not thank two people in particular who helped us tremendously during this transition period. Charri Robinson learned several aspects of the financial operations of the conference, and, in addition to her regular workload as the Communications Director became Finance Director. She worked closely with Laura Nassau, our treasurer, and the two of them put in untold numbers of hours above and beyond the call of duty to keep our financial house in order. Thank you!

Part of the responsibilities of the Personnel Committee is to review the employment policies and during a recent exit interview, realized that we had no tool in place for making sure new hires have received, read and agreed to the Vermont Conference Personnel Policies Manual. We have rectified that problem.

We have also fulfilled our obligation to review salaries and suggest to the Board of Directors any salary increases for the new year.

We would like to thank Mr. William Anderson, Rev. Rona Kinsley for their combined many years of faithful service on the committee. We would also thank Rev. Dr. Lynn Bujnak, Rev. Pam Lucas, Charri Robinson and Jesse Davis for their extraordinary dedication to the work of the United Church of Christ in Vermont.

Respectfully submitted,

Peter Plagge
Jeremy Schrauf
Martha Peck
William Anderson
Rona Kinsley

Personnel Committee

2018 VT OM Program Year Report

Many thanks to all those who contributed to our 2018 summer season. Our third year of having a VT UCC Outdoor Ministry week for campers at Rock Point Camp in Burlington, site of the Bishop Booth Conference Center was a great success! Our numbers went up by one camper. We had 17 campers that registered, however only 16 were able to attend. We had 2 deans, 1 HC staff/lifeguard, 1 Pilgrim Lodge staff/lifeguard, 4 counselors (3 were clergy), 1 Counselor in Training, 6 daytime volunteers, 2 visiting clergy to lead a program, 1 Conference minister. We only handed out \$281 in scholarship gifts to campers this year (compared to last year of \$1730 which included \$1,000 from our budget). This year we didn't need to take money out of our budget to cover scholarships. We received \$1009.50 in donations. Funds left over here will be carried over in a scholarship fund for future years. We secured a day of paddle boarding with Wind n Waves in Burlington for our campers and full team. The Horton Center director was not able to join us this year at Rock Point due to a flat tire on the HC van. We continue to learn more ways to help us be more organized and develop a stronger OM program at Rock Point. We ahead already for 2019 in that we already have our 2 deans, retired Pastor Susan McKnight and Pastor Ed Sunday-Winters. We realize that to stay a healthy camp for years to come we will need to fundraise and find creative ways for funds

Our relationship continues to grow and be enriched with the NH Conference and their outdoor ministry leadership of Tim Hughes as Acting Director of Horton Center Camp for the conference (previous ED of Silver Lake Camps & Conferences in CT). Tim's contract has been extended through the 2019 camping season, so we continue to work together as we move forward in ministry together for another season. Tim was able to be with us at our VT Conference Annual Meeting in April for our OM presentation to the conference and at our OM table where folks could give a donation, sign up to volunteer and show their support for VT OM and ask questions. We look forward to having a table at annual meeting every year. Tim join some of our VT OM Team meetings (by way of the internet), was in contact with the team and our deans which helped us to continue to build our relationship.

The UCC was asked to sit at the table of VT Episcopal Bishop Booth Conference Board as they work towards their planning for the future of Rock Point Camp and Conference Center helping to keep it sustainable into the future for many more years to come. Laurie Chipman agreed to be this person and attend meetings when they opened it up for outside groups who use the space to be present. They are currently in a Capital Campaign and are evaluating their pricing, along with many other areas. The VT OM Team continues to have a great working relationship with them and their Summer Camp director, Sherry Osborn.

Our VT UCC OM week of camp fell the same week as last year (last week of July into August) which works well to rum at the same time as one of the Rock Point summer day camps. We used two cabins for our campers (going into 5th – 8th grade) and they used the other two cabins for rest time for their day campers. We would need to fully fill their two biggest cabins and fill all the 24 bunks with campers in order for Rock Point to think about us using the full camp for a week of UCC OM camping (gaining 2 more cabins and space for 20 more campers). This would mean we could offer another camp at Rock Point during the same week. This could be a camp for high school youth and help those graduating out

of our regular week to still come to Rock Point for a UCC week and not have to travel over to Horton Center for a week of camp.

Our two deans were not able to attend the dean training at Oceanwood in ME, put on each year by Pilgrim Lodge in ME and Horton Center in NH. One of them attended it last year. They we added a mission/service focus to the week. As a full camp, campers and staff went and made meals at JUMP in Burlington at the First Congregational Church. JUMP gave the campers a program and tour of their area. Plans are in motion to keep this focus again next year. Many thanks to our deans Laura Labrie and Rev. Katelyn Macrae for a very organized, spirit filled and fabulous week for campers and staff. The OM Team received and continues to hear many great comments from parents, campers and the HC and RP staff.

Our E-News for OM unfortunately was put on the back burner as we struggled some with sending information in and with the departure of Jim. We instead sent information in for VT OM news to go out in the E-Kit. We would like to get back to having VT OM E-News also in the future.

We continue to set a goal of using a small a portion as possible of the \$10K each year so as much as possible remains for future years. Our prices will rise for 2019 campers so as to help truly cover the cost of this camp. We know that this will probably mean more campers will ask for scholarship support to attend camp.

We continue to recruit members for our OM Team and look for ways to spread the word of this ministry throughout the conference and for our continued growing relationship with the NH Conference. *All team members, so far, have helped out in some way during our week at Rock Point as well as through the year attending meetings and recruiting counselors/nurse/life guards/daytime volunteers.*

Current OM Team:

Rev. Shawn Bracebridge (Dummerston Congregational, 2017 -)
Laurie Chipman, (First Congregational Church of Essex Junction, 2015 -)...chair
Leslie Desrosiers, (College Street Congregational & South Hero Congregational, 2015 -)
Laura Labrie, (College Street Congregational, 2015 -)
Nancy Fowler, (Barre Congregational, 2015 -)publicity
Laura Labrie, (College Street Congregational, 2016 -)....2017 Dean
Dave McGowan, (Waterbury Congregational, 2016 -)...secretary / 2017 Dean
Rev. Kurt Shaffer, (United Church of Warren, 2016 -)
Nancy Anderson & Barbara Ouimette (Vergennes Congregational, 2018 -)

We would like to continue to formalize our relationship with the VT Conference and the VT UCC Board of Directors and engage in dialog conversations about OM, its ministry, how it feeds our conference, our churches, all the lives it touches, raising of funds for OM (such as every other year offering at Annual Meeting).

Respectfully submitted by
Laurie Chipman

on behalf of the VT OMT

Vermont Conference Annual Meeting

April 27 - 28, 2018

Lake Morey Resort, Fairlee, VT

Plenary 1

Friday, April 27, 2018

9:45 am -- Eric Tuper-Giles offers gathering music.

The worship committee tells "The One Story of the Bible."

"... the wages of sin are the death of the dream. ... An inner light keeps alive the hopes of God. God's long suffering love will not let us go....The dream becomes flesh and dwells among us. ... The sick are healed, justice is done, good news is preached, hope is kindled. Christ our liberator has come."

10:06 -- Rev. David Vanderlinde-Abernathy welcomes us to the 223rd annual meeting of the Vermont Conference.

Rev. David Vanderlinde-Abernathy moves that Katelyn McCrae be the Moderator *pro tempore*. It is seconded. No discussion. The motion passes with one nay.

10:08 -- Rev. Katelyn McCrae calls the meeting to order.

10:09 -- The Rev. Dr. Lynn Bujnak announces that we have a quorum.

10:10 -- **Rev. McCrae requests that we grant voice without vote to our guests: Susanne Schmidt and Anne Black, Andy Judson and Lindley Kinerk. Christopher Gray (Star Island), Adam Smedberg (Global Ministries), Danielle Watchford (Disabilities Ministries), Betsy Hardy (Vermont Interfaith Power and Light), Tim Hughes (Horton Center) and the Bookstore. It is moved and seconded to grant these guests voice without vote. The vote is passed without discussion, unanimously.**

Rev. McCrae -- Introduces the Annual meeting Planning Committee:

- Ms. Diane Holme
- Rev. David Vanderlinde-Abernathy
- Mr. Jeffrey Tuper giles vice moderator
- Mr. Ned Davis
- Rev. Shawn Bracebridge
- Rev. Mary Kay Schueneman
- Rev. Tracy Weatherhogg
- Rev. L. Bujnak

And our Conference Staff:

- Rev. Dr. Lynn Bujnak
- Rev. Pam Lucas
- Ms. Chari Robinson, office administrator and communications director

10:12 -- A motion is made to accept Document B, "Definitions and Procedures." The motion is seconded. There is no discussion. The motion passes unanimously.

10:13 -- A motion is made to accept Document C, "Covenant for Dialogue." The motion is seconded. The motion passes and the body reads the covenant together.

The Revs. Peter Plagge and Lise Sparrow are nominated to be the scribes for the annual meeting. Rev. McCrae recognizes Doug Carter and Debbie Ingram to be parliamentarian. Moved and seconded. Passes unanimously.

10:17 -- It is moved and seconded that we accept the 2017 Minutes from the Vermont Conference of the United Church of Christ Annual Meeting. There is no discussion. The motion is passed unanimously.

P. Lucas recognizes new pastors to Vermont:

- Rev. Tom Kinder, United Church of Strafford, Sept, 2017
- Rev. Kevin Goldenbogen, Charlotte Congregational Church, September 2017
- Rev. Mark Pitton, Sharon Congregational Church, UCC, October 2017
- Rev. Paul Eyer, Williston Federated Church, October 2017
- Rev. Edward Sunday-Winters, Greensboro UCC, November 2017
- Rev. Josh Simon, Essex Junction, Ordained 12/9/2017
- Rev. Elisa Lucozzi, United Community Church of St. Johnsbury, ordained installed, 12/3
- Rev. Rona Kinsley, to Associate Minister Old Meeting House
- Rev. Devon Thomas, The United Church of Bakersfield, Fairfield, Second Congregational Church of Jeffersonville, and Waterville Union Church
- Rev. Mark Blank, Second Congregational Bennington, January 2018, ordained in Pennsylvania in March 17, 2018
- Rev. Jane Ramos, To Sherburne United Church of Christ, March 2018

Interim Pastors:

- Rev. Adrienne Carr, United Church of Underhill, September
- Rev. Jeffrey Long-Middleton, Bradford Congregational Church, September 2017
- Rev. Brigid Farrell United Church of Thetford, September 2017
- Rev. Bert Marshall to Barre Congregational Church, June, 2017

Transitioning Clergy:

- Rev. Judy Horgan left First Congregational Church of Lyndonville and East Burke to chaplaincy in AZ

- Rev. Holy Ross Noble, to Castleton Federated Church
- Rev. Amanda Lape-Freeberg to Dartmouth Church of Christ, Install May 6 2018
- Rev. Christine Dyke, resigned from Grafton Church to secular work.
- Rev. Jeanne O'bresky resigned from Springfield, to Minnesota
- Rev. James Thomas resigned from VTCUCC to Senior Pastor at Atkinson Congregational Church, NH
- Rev. Mary Kay Schueneman from First Cong. Church Cornwall and Middlebury UMC to Sr. Pastor Portage UCC in Portage MI
- Rev. Kate Maver, resigned Wells River Congregational Church, UCC and First Congregational Church of Newbury to move to church related agency in Ohio, May, 2018

Retiring clergy:

- Rev. Martha Peck, Westmore Community Church, August 2017
- Rev. Norma Drosky from Jamaica Community Church, August 2017
- Rev. Mary Beth Hutchinson, Congregational Church of Rupert , August, 2018
- Rev. Patricia Jackman, Pittsford Congregational Church, UCC, August 2018
- Rev. Ivy Merrill, Christ's Church Saxtons River, February 2018
- Ms.. Margo Marrone, Tyson Congregational Church, April 2018
- Rev. Mary Lee Clark, Second Congregational Church, UCC, Bennington, April 15, 2018
- Rev. David Vanderlind-Abernathy, Barre Congregational Church, April 22, 2018
- Rev. Gary Lewis, Congregational Church Vergennes, May 6, 2018
- Rev. Pam Lucas

Rev. Andy Nagy-Benson, Chair

Extends a warm welcome to all, especially those who are new. Summing the work of the Board of Directors of the Vermont Conference, Rev Nagy-Benson used the word "flux. The Latin root of the word is "flow." We are in the midst of continuous change. Leadership has definitely swum in the meaning of change. Then Jesse Davis left us last year, then 3 months later, Rev. Pam Lucas wrote a love letter to the conference indicating her intention to leave after the new Associate Conference Minister (ACM) is called. Transitions bring a special kind of disequilibrium. It's difficult. We experience loss. Flux is personal.

And it brings with it a host of logistical issues. In the midst of significant transition, our conference ministers serve our conference incredibly well. I express my deepest thanks to Lynn and to Paum. Also to the personnel committee, ACM search committee, Charri Robinson and Laura Nassau. A round of applause is offered for all.

Last but not least, the members of the board

- Ms. Julie Cadwallader
- Rev. Doug Carter
- Rev. Nancy McHugh

- Mr. Jeffery Tupper-Giles,
- Rev. Amy Pitton, retired
- Rev. David Vanderlinde - Abernathy
- Rev. Kim McKerley
- Mr. Richard Dale
- Mr. William Pike Anderson
- Rev. Lynn Bujnak

We see a need, in the near future for strategic planning. We have contacted David L. Cooperrider at the Center for Appreciative Inquiry. Appreciative Inquiry (AI) is a strength based approach that provides strategies that helps create positive change within organizations. We see this as a year's worth of work for the Vermont Conference, the board of directors, and everyone of our churches. Having works with AI for 20 years, I can say with confidence that we will all receive great rewards from this work. AI puts a magnifying glass over the points of joy. I'm psyched. The board is also all fired up.

10:50 -- Rev. McCrae welcomes Laurie Chipman, chair outdoor ministries, and Tim Hughes, Acting Director, Horton Center. They share the vision of the outdoor ministries at Rockpoint and at Horton Center and they welcome all of us to participate, support and encourage our youth to attend. Check out their facebook page and their website.

11:00 -- Rev. McCrae welcomes Susan (Andy) Jepson and Lindley Kinerk, visitors from UCC Global Ministry. They present in ten minutes their recent missionary trip to Sri Lanka. The worked with the Tamal population where Andy worked at the church and Lindley at the school.

There are many opportunities for ministry projects, large and small.

11:15 -- Susanne Schmidt is our keynote speaker. She is the producer of Moth Radio in Vermont. Before she was a professional storyteller S. Schmidt worked as a licensed clinical mental health professional. I have spent much of my adult life as a storyteller, wanting to open with this line -- "I am preaching to the choir!"

11:55 -- M. Scheuneman -- Speakouts

- Betty Edson -- Peacemakers breakfast is at 4 pm this afternoon!
- Catherine Kitter -- A member of Help Kids India. Helping children and families in S. India, with a vision. Support children 2- 5 years old. I am selling things and raising money.
- Kevin Goldenbogen -- started working recently with VT Gun Violence Task Force. Invite all interested folks to join him for lunch and talk about the problem and resource together.

- Shawn Bracebridge -- Anne Black, PhD., founded an organization called the Warrior Connection. Anne runs six day retreats for veterans suffering post engagement trauma.
- Betsy Hardy -- coordinator of Vermont Interfaith Power and Light working with communities of faith to address global climate change. Invite more of you to join and become member congregations. This year's annual conference in South Burlington. Advocating for wise energy policies and legislation. Give grants to congregations to help make their buildings more energy efficient.
- Doug Carter -- Member of BOD of Vt. Conference. Have you donated to the friends of the Vermont Conference yet? Please do. It helps make it possible for the VTC to do search and call work, church growth and vitality workshops.

12:06 -- Time to break for lunch. First we sing the Caribbean *Hallelujah!*

Plenary 2

Friday, April 27, 2018

6:45 -- Rev. McCrae welcomes the re-gathered body and calls us to order and Rev. M. Schueneman leads the church in evening worship.

7:05 -- Speakouts

- Adam -- CWS -- "it's about helping people live life after tragedy." Please come and see me at my table. We've been helping people after disaster for 72 years.
- Connie Mosier -- For the last 5 years I have served as the clergy representative on the Governor's Advisory Board on Alzheimer's and other Dementias. We work around the state. I'm moving and looking for a replacement. The group meets 4 to 5 times a year. It is fascinating. Please talk to me if you're interested.
- Danielle Watchford -- UCC Disability ministries -- support all settings as we work to include people of all abilities in the life of church. Offering free consultations to church on disability accessibility.
- Lise Sparrow -- I am here in spirit with Arnold and Devon Thomas, who have had to leave. I recall only two moments when I wore my clerical garb that seemed really important to do so. First, the Women's March in Washington and then in our meeting with legislators. But Devon and Arnold wear their clerical garb regularly because it helps protect them a bit from racism and violence.
- Charlotte Gifford -- Deacon at Westminster West, just wrapped up Lilly Endowment grant for clergy renewal. It allowed us to send Rev. Webster-Toleno on sabbatical, and the community to do some important discernment work.

7:17 -- Susanne Schmidt gives the keynote address.

7:47 -- Laura Nassau, Treasurer's Report

2017, the year in review was an Interesting year, because of the departure of Associate Conference Minister, Jim Thomas. Charri Robinson, stepped in to assist in the workload that Jim used to carry. She expanded her responsibilities and assumed much of the financial work Jim did on a daily basis. I would like to personally thank her for keeping the conference operating.

2017 was a surplus year. We had \$648,238 in income and \$636,509 in expenditures. The net result was a surplus of \$11,729.

That surplus was generated by contributions to OCWM-- \$373,385, just over \$3,000 more than budget, and somewhat more than \$6,000 more than 2016. Well done. The conference passed on 30% of that surplus to the National Setting of the UCC.

Per Capita income represents 22% of budget income. This year that was \$18,125 less than budget. Why? Probably a result of churches culling their membership rolls for non-active members, etc.

Friends of the conference income:

The Unrestricted Fund returned 13.84% and ended the year with a balance of \$1,156,236

The budget to actual income variance = \$-1164.

The budget to actual expenditure variance = \$12,893.

Over the past 5 years the Endowment Fund has generated 5%. If we stretch it out to ten years, it's just over 5.5%.

The Investment Committee is currently looking into solar energy, but has still not identified particular areas of investment. The Investment Committee lost Rufus Cushman this year. He was a very special asset to the conference.

In conclusion:

The conference continues to live within its means, funded by your generous support.

I would be remiss if I did not put in a plug for OCWM. Currently the average is about 3% of budget. Imagine what could happen if we did more!

L. Nassau allows for the floor to ask questions. There are none.

8:00 -- Rev. Nagy-Benson

Presents and applauds the support of churches who contribute to OCWM and the 5 for 5 churches.

8:05 -- L. Nassau presents the Budget and the financial resolutions, Document F.

The new spending plan includes support for a new staffing model. That model includes two full time called staff, a Conference Minister and an Associate Conference Minister. In addition, individual consultants will be trained to assist conference ministers in the search and call process. It is estimated that these consultants will reduce cost to the conference, incurred by search and call, by approximately \$23,000.

In addition, the conference will be adding an 8 hour/week accounting position to assist in financial oversight. There will be small cost of living increases and the typical annual increases associated with benefits.

Also included in the budget are funds to send delegates to the biannual General Synod. There are funds included for the board to engage in AI planning work, previously outlined by Rev. Nagy-Benson. We will be paying a Vermont School of Ministry dean. There are no sabbatical funds needed in 2019

The proposed OCWM sharing ratio is the same at 30% to the National Setting and 70% to the Vermont Conference.

What missions and ministries supported are supported by this budget, you ask?

- disaster relief
- pastoral search support
- outdoor ministries, Camp Agape, Horton Center Rockpoint
- Vermont Congregational Home, Newbury
- Vermont Low income Advocacy council
- Support in areas of
 - stewardship
 - church vitality
 - visioning
 - staff providing direct support to churches

Please continue to help by telling the story and by encouraging the strengthening of our mutual covenant. Also, please consider strengthening your personal commitment by becoming a friend of the conference. You might also consider putting together a planned gift for the future.

The Financial Resolutions (Document F) are presented and moved by L. Nassau.

Document F: Resolutions Recommended by the Board of Directors Pertaining to the 2019 Budget

1. That the division of undesignated Basic Support for Our Church's Wider Mission income for 2019 by 70% for the Vermont Conference and 30% for the United Church of Christ beyond Vermont.
2. That the Vermont Conference share with the national setting of the United Church of Christ 70% of any operating budget surplus at the conclusion of the 2019 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 2019 Vermont Per Capita be set at \$12.87. (Note: The association portion of Per Capita is in addition to the Conference amount.)
5. That the churches be encouraged to pay Basic Support for Our Church's Wider Mission and Per Capita at least quarterly.
6. That the Board of Directors be authorized to take funds from the unrestricted reserves for any emergency deficit in 2019.
7. That the Board of Directors be authorized to adjust the 2019 operating budget as unforeseen circumstances require, within the spending limits established in the budget.
8. That the Conference adopt a 2019 Operating Budget of not more than \$652,305 in expense and not less than \$652,305 in income, with the goal of ending 2019 with a balanced budget.

The motion is seconded.

Questions from the floor are entertained.

- Douglas Daire -- Warren UCC, "How is it determined that 70% of excess operating budget is provided to General Synod."
 - L. Bujnak -- At a previous Annual Meeting where we had reduced our sharing with National and other settings of the UCC, because of budget constraints, a resolution was proposed, to this point: if we have an excess, we would send 70% of that excess and keep 30%.
- Carrie Youngblood, Bethany Church, Montpelier - I would like more information about staffing positions. What are these other positions and what does this bookkeeper do?
 - L. Nassau -- The bookkeeping/accounting position is estimated to be a 1 day a week position and affords no benefits. It is around \$8 -9,000 in the budget. We have \$25,000 in the budget for those assisting and deployed to searching churches.
 - L. Bujnak -- The role envisioned for new ACM by the Bd. of Directors, grew out of data that came from listening sessions held around the conference last year, and from our own envisioning the future of the conference. There is a job description posted on our website. It combines some of the tasks Jim did for us, particularly in areas of stewardship and congregational vitality. The intensive individual search and call work that Pam did for us is not covered by the ACM. So, the idea was to train some consultants to help with the work of the search and call. Staff will help start the process and end it. Consultants will work with the nuts and bolts in between.
- B. Marshall -- In the list of paid staff, I didn't see a position that describes Charri's. It should have been there? Or is it somewhere else?
 - L. Nassau -- The next slide shows this.

- Lz Sykas -- Bethany Church, Montpelier -- Are people aware that some investments incorporate people who manufacture guns and weapons. I wonder if our investments have been filtered this way?
 - L. Nassau -- we do practise socially responsible investing and do not invest in alcohol, tobacco, firearms or fossil fuels. We are divested of those kinds of stocks.

K. McCrae asks for a vote --

The motion is passed unanimously.

8:26 -- L. Bujnak, presents guidelines for ministerial compensation. You can find the full document on our website.

There are some changes that have been made between 2018 and 19. One of the changes is that there is a box that gives salary ranges based on the size of local congregation. High, Low, and Median. Each year we try to pay attention to the North East Weighted Consumer Price Index. Last year it was 1.7%. The guidelines have been increased by that number. It is important to keep in mind that when the denominational statistics come out about salary by conference -- we are 33rd. Almost near the bottom.

Another change is based on a legal situation that is happening in higher courts that the tax free status of the clergy housing allowance is being challenged successfully in court. It is highly likely that clergy housing will no longer be tax free. An appeal has been filed. So it has been added to the guidelines that churches need to pay attention to this.

Also, important to note these are guideless. Not mandates. The benefits listed here are normative across most of the denomination to remind folks that there is latitude.

We are aware that some church not able to meet the guidelines. But we ask for churches to make commitments toward coming up to the guidelines, or to offer more more time off.

We are also suggesting that you consider encouraging your pastor to take a week off with pay so that they can work as a church camp counselor or a work project mission trip.

The IRS mileage rate is 54.5 per mile. The charitable rate is still 14 cents per mile.

The ministerial compensation report is moved and seconded. No discussion.

The motion is passed unanimously.

8:34 -- Pam Lucas presents a report of clergy and other members of the conference who passed away in the past year.

- Rev. A. Bertram Miller, July 15, 1926 - June 22, 2017

- Rev. Alan McCain, March 18, 1939 - August 26, 2017
- Rev. Fred W. Atwood-Lyon, May 1, 1934 - August 27, 2017
- Rev. Donald E. Goff, August 17, 1927 - December 17, 2017
- Rev. Patricia Harwick, June 29, 1943 - January 27, 2018
- Rev. Walter L. Cooley, December 20, 1922 - February 15, 2018
- Rev. Dr. Joel Tibbetts, October 16, 1936 - March 1, 2018
- Rev. Margaret L. Stoddard, July 12, 1922 - March 3, 2018
- Rev. Judith Kinley, November 30, 1942 - April 18, 2018
- Rev. Raymond Foster, May 21, 1937 - April 20, 2018
- Mr. Joseph Jacobs, October 18, 1941 - May 29, 2017
- Mrs. Johanna Harpster, December 17, 1946 - August 21, 2017
- Mr. Rufus Cushman, February 15, 1929 - September 4, 2017
- Mr. Dwight Baker, March 8, 1943 - October 5, 2017

Local parishioners were lifted up individually and a prayer offered.

Plenary 2 is adjourned.

Plenary 3

Saturday, April 28, 2018

8:50 -- Rev. David Vanderlinde-Abernathy calls the body back to order.

Speakouts

- Cleoplace Mukeba, First Congregational Church, Burlington -- The wars in Congo have recently claimed more than 60 millions lives. Violence over mining metals used in technology. I will share in your churches the mission of the Vermont Ibutwa Initiative
- Alyssa Lucozzi, Pator United Community Church -- I work with the Vermont Network Against Domestic & Sexual Violence. I have books for free about relationship status and other resources for help.
- Nancy Fowler, Barre Congregational Church -- I love camp. Horton Center needs cook, and a nurse. Thank you for donations you've made and volunteers for volunteering. You can give a donation today.
- Carol Geske, Charlotte Congregational Church -- I want to give resources about ACES (Adverse Childhood ExperienceS): Resources: Oprah (on 60 minutes), New York Times Article (great overview and science), Resilience Movie (can get through interlibrary loan), you can also talk to me.

- Grace Cleary -- Mallets Bay Congregational Church. We collect food from the Vermont Food Bank and distribute to families breakfast and lunch five days a week in the summer. For \$1, Vermont food bank can provide 10 meals. The Vermont Conference very supportive of this through a grant program.

9:06 -- Morning worship begins with the good ol' hymn, "I Love to Tell the Story" and two completely spellbinding stories. One by Fred Breunig and the Other by Susie Webster-Toleno.

9:33 -- L. Bujnak delivers the state of the Conference Address.

The privilege of being pastor to the pastor is not like anything else.

When I was in seminary, the president, Dr. James McCord was preaching on Book of Revelation. He had a gravelly voice. For first three sessions, he ended by saying "Doom, doom, and utter despair!" I'd like to tell you that he made this brilliant leap on the last sermon to hope, but I honestly don't remember what he said. There are stories we can and should tell, but we also must mind how we tell our stories.

I want to tell you a tale of two conferences.

1. Once upon a time a small UCC conference, caught itself in shrinking deteriorating conditions. In this small conference 25 churches in transition and another 10 had shrunk to size where they could not longer afford a pastor. The conference cared, but privately worried. Sometimes it seemed like doom, doom and utter despair.
2. Once upon a time a small conference in a small state. Diana Butler Bass found herself here while the heavens rained down sleet and snow, rain and ice. The Conference Minister (CM) drove with Diana to Lake Morey. Diana the Wise said to her that, "She believed the churches in northern new england and in the Northwest were the canaries in the coal mine for the progressive church. The CM wrestled with this metaphor. On the one hand the poor bird is drooping and perhaps beyond return. On the other hand, as the CM thought about what is happening, it became clear that the brave churches in this brave little state, had some very important, maybe even essential gifts to share with the rest of God's church. It was an outrageous thought, and it might not ever be believed. But what if it was? God has a strange habit of preferring the least and the last. Examples -- King David, the shepherd King. Mary, the poor girl, who would birth the Son of God. . . . The CM found her way to a new narrative. Several of our churches are growing. some our expanding staff, buildings, starting new ministries. Soon the CMr knew that a ACM of great wisdom would teach us how to understand house churches. In addition, the ACM would train consultants to help with these small churches. What gifts do we, the brave little conference have to share with the world?

We live in a time when experts suggests more and more part time churches, and bivocational ministry will increase. We know what it's like. We have teachers, UPS drivers, poets, electricians. We understand the need for licensed pastors.

Many of us remember when we lost Alan Parker and we remember when the Craftsbury Church was left without a pastor, but someone rose up from within who became licensed and served. We also know the way of being essential parts of being in our communities.

I think in this brave little conference we know how important it is to care for our environment. I know that the UCC churches in Charlotte and Bennington and Thetford Hill, all have found ways to green their buildings and reduce their carbon footprint

We know a lot about needing one another. We need each other. Leading the way for people to get back to having civil discourse.

I read an article some time ago, about how Great Britain appointed a Minister for Loneliness. The US surgeon general identified loneliness as a major cause for cardiovascular disease and depression. When was the last time a powerful story like we've heard this weekend, told at your church? I believe we can lead the way. It will require welcoming change that seems so frightening. Jesus says "I lay down my life for my friends." The reality is that sometimes our brave little churches don't make it. And how does that life get laid down in a way that continues the mission and ministry that so many people have worked so hard to do.

Well the CM felt her heart swelling, and swelling in gratitude for the wise ACM, Pam Lucas, and St. Charri. But also the CM's heart swelled with gratitude for the hours and service for those who have been leaders within this conference. Andy Nagy-Benson, Laura Nassau, and for everyone of these brave little churches and the life of this brave little conference. I do believe if we are the canary in the coal mine, we are also filled with life and vitality that only God can give.

9:55 -- Fred Taylor introduces the resolution on climate change. This resolution is a result of the United States pulling out of the Paris Accord or the Paris Climate Agreement last year. Several leaders in the UCC wrote an emergency resolution and presented it to the General Synod in 2017. We now present this as an opportunity for churches to continue addressing the moral issue around climate change.

We did alter a few things from the original resolution. The Board of Mission rewrote some of the Biblical background. We also added language specific to Vermont, see Line 55 - 57 in particular. The original resolution did call churches to take on the mantle of moral leadership through preaching and proclamation of truth in the public square.

9:57 -- **Fred Taylor moves the acceptance of the resolution on "The Earth is the Lord's -- not Ours to Wreck: Imperatives for a anew Moral Era." It is seconded.**
(For the text of the resolution: see Appendix at the end of the minutes.)

D. Vanderlinde-Abernathy -- opens the floor to conversation.

Lise Sparrow, Guilford Community Church -- I know that the National setting of the UCC is promoting a concept called Creation Justice and asking churches to make 1000 sermons. Is it a conscious choice to make it a Vermont thing, or would it serve us to connect this with the national move?

- F. Taylor -- Another point I was going to make is that this is an important part, but we didn't know about the National ucc's initiative when we wrote this. It is possible that we could add one be it further resolved to encourage churches to take that further steps.

Bill Twin, Second Congregational Church Bennington -- This resolution most recent in a string of resolutions. The UCC is addressing this across the country. And the feeling is that we are nimble, and Vermont is probably one of the most nimble, and what we are trying to do is to have the church exercise leadership in the general discussion. I feel that Vermont could lead the way, we may be greying, but we have the passion. Please also get involved in Vermont Interfaith Power.

Danielle Watchford -- to piggyback on what L. Bujnak said about us being a canary in the mine, and this coming up in National. I believe that it is important add a line that say that we actively support the National effort.

- K. MCrae -- lines 58-59 saying that we actively affirm this GS resolution.

10:17 -- The resolution is passed unanimously.

10:17 -- Christopher Ashely presenting the Gun Violence Emergency Resolution. Five years ago th VTC created and supported a task force dedicated to reducing gun violence. This year, again there is a tragedy. And this created an opening, the young people created an opening. This year we had a tragedy averted in Fair Haven. The task force started drafting an emergency resolution at that time. Members of the task force were also part of the discussion at the legislature and were witnesses to the debate. Eventually three bills were passed and the governor signed them.

The resolution proposes a series of steps.

1. Calling on Federal lawmakers, to continue work on this issue
2. Thank our legislature and Governor Scott for signing a bill
3. and list further steps congregation can do. -- lines 59 -87.

This is a very difficult issue, we know that. But it will not be going away.

Christopher Ashely moves the resolution. It is seconded.

There are some mistakes in lines 48 -55 that are leftovers from old versions, prior to the passage of the VT Legislature's bill. C. Ashely moves the following text change.

Original

47 cited for domestic assault or under a judge's extreme risk protection order for a
48 person "at-risk", and legislation that bans assault weapons, bump stocks and high-
49 capacity ammunition magazines.

54 of weapons from a person cited for domestic assault or under a judge's extreme risk
55 protection order for a person "at-risk", and legislation that bans assault weapons
56 bump stocks and high-capacity ammunition magazines.

Proposed

47 cited for domestic assault or under a judge's extreme risk protection order for a
48 person "at-risk", and legislation that bans bump stocks and high-
49 capacity ammunition magazines.

54 of weapons from a person cited for domestic assault or under a judge's extreme risk
55 protection order for a person "at-risk", and legislation that bans
56 bump stocks and high-capacity ammunition magazines.

There is no conversation about the amendment.

The amendment is passed unanimously.

Amy Hale, Second Congregational Church of Bennington -- It is good to have a resolution.
Perhaps we should also be going after some of the causes -- such as bullying and mental
illness.

- C. Ashley -- Bullying is a fraught and large topic. Legislation address domestic violence.
But not bullying. It is certainly a topic that the reducing gun violence task force could
address. Everyone on th TF thinks that's a good idea.

Kim LaRose -- yes, mental health important. But we have a gun problem first. Children seeing
this within the home and the mindset and mentality for valuing human life.

Paul Eyer-- **Proposes an amendment to substitute the word "Support" on line 79 to
"Affirm."**

The proposed amendment is seconded.

Doug Carter -- Great catch. Line 84 should be the same. This implies a different kind of
support than political.

No further conversation.

The amendment is passed unanimously.

James Merriam -- I speak against a specific passage -- Because of my representation of a rural
church, I can't celebrate it. The legislative process is not to be praised. Across this north this

generally felt to be poorly thought out. I'm glad that we removed the word support, but I can't celebrate or affirm with my congregation in good conscience, given the state of discourse in our area.

Mary Kay Schueneman -- I want to propose that someone work with me on an amendment. I grew up in suburban Detroit, where gun violence was a problem long before Columbine. Here's the issue I want to address: gun violence addresses people of color in a different way. I feel that a piece of this needs to address gun violence also through the lens of race.

Mike Marshall, Wells River Church -- speaking for myself and not church. Everyone wants to end these events we've seen happening. The thing is, there are many laws that cover the issues about which people demand action. There is a federal law on the books about who is allowed to have possession of a firearm, sell or transfer. This has not been properly enforced by the US Dept of Justice.

Matthew Wollem-Berens, Chaplain, Porter hosp. -- **Moves to amend the resolution as follows: Strike lines 42 - 43 from the text, placing a period after the word fee on line 41. The motion is seconded.**

I propose this amendment because those in federal prisons are disproportionately black americans, and because the resolution calls for *federal* punishments for gun tracking.

Charlotte Gifford, Westminster West Church--The issue of straw purchasers is important and I think this weakens the kind of legislation we are looking for
Vote -- nays have it. Amendment defeated.

**Fran Weinbaum, Old Meeting House East Montpelier, I move to amend lines 22-23 replacing word churches with the phrase "Places of Worship."
The motion is seconded.**

F. Weinbaum, I feel that synagogues and other houses of worship should be noted.
Amendment passes unanimously.

Carol Calenberg, Morrisville, -- Moves to amend Line 24 by striking the rest of the sentence after the word "society" and adding a period after society.
The amendment passes with a few nays.

After no further comments from the floor a vote is called.

10:51 -- **The amended resolution is declared passed with a few nays and no abstentions.**

10:52 -- Rev. James Kirk -- announces that Rev. Dr. James Cone has passed away this morning.

Plenary 4

Saturday, April 28, 2018

1:30 pm -- Speakouts

- Shawn Bracebridge, Windham Congregational Church -- I'm trying to reinvigorate the association. May 20 (Pentecost Sunday) at 4pm in Springfield, offering a reverse tenebrae with Maren Tirabassi. You are welcome to attend.
- David Reynolds, United Community Church, St. Johnsbury -- I am proud of progressivity of the UCC. UCC has advocated for Obamacare and still trying to help it. Health Insurance at the UCC Pension Board has an exclusion for a pre-existing conditions. I am concerned about this. This issue seems to be controlled by the UCC Pension Board and we have no control over it. I just raise that for your awareness. It is disturbing.
- Holly Friat, church school director at Barre Congregational Church -- I have two stories. One is mine and one not mine. When I was a kid we occasionally had bomb threats at our school and these were great, because during evacuation we got sent to the bombardier plant where the workers would buy us orange soda and m&m's.

Other story: Steve Pappas of the Barre paper, has a mentee and once when he was visiting they had a secure the building. He said in his story that there was only silence after the call. No chit-chat, just fear and silence. The drill lasted 10 minutes. No one knew this was a drill. It was terrifying. There were tears. There was shortness of breath. And this is the second time for this drill since September.

This is the reality for many kids. We need to be aware that this is shaping who they become as adults.

- Katelyn McCrae, pastor Richmond, Congregational Church -- please write down Feb. 23 - March 4, 2019. We travelled last year to Costa Rica, where we built two homes in a week (\$6k per house). You are invited to come with us next winter to build homes.
- Mary Kay Schueneman -- I would like to extend my thanks to all of you in the Vermont Conference. This is my last speakout. My passions for ministry was reignited in the Vermont Conference. I head back home to the land of "pop" and the original Sanders, ice cream and bumpy cake. Thank you all for your love and your grace.
- Susanne Schmidt -- Thank you so much for welcoming me into your community. The company that I have is doing a production on Friday night at the Barre Opera House. Free tickets to anyone at part of conf.susanne@themoth.org

1:50 -- Pam Lucas, Celebrations of Ordinations and Anniversaries

20+ Years of ordination

Ordained 1998

- Rev. Cynthia Batten
- Rev. Mary Brownlow
- Rev. Rona Kinsley
- Rev. Susan Cooke Kittredge
- Rev. Gordon McClellan
- Rev. Andy Nagy-Benson
- Rev. Diana Scholl
- Rev. Mary Kay Schueneman

Ordained in 1993

- Rev. Deborah Ingram
- Rev. Douglas Moore
- Rev. Alison Jacobs

Ordained 1988

- Rev. William Bartholomew
- Rev. Carrie Bail

Ordained 1983

- Rev. Lynn Bujnak
- Rev. Nancy G. Devor

Ordained 1978

- Rev. Barbara Purinton

Ordained 1973

- Rev. Ed. Hilbert, Jr.

Ordained in 1968

- Rev. Fred Edmonds
- Rev. Hal C. Miller III
- Rev. Philip Nelson

Ordained 1958

- Rev. Allen Myrick

Ordained in 1948

- Rev. Louise Drake

Thank you for 730 years of ministry!

Also, the Morrisville Congregational Church and the Puffer United Methodist Church became the United Church of Morrisville, Feb 4, 2018.

Katelyn McCrae -- Please remember to fill out the email evaluation. It always helps.

2:00 -- Susanna Greifen offers the Nominating Report

Thank you for

- another grace filled year
- we are grateful for your willingness to serve the wider church
- And for those whose prayerful discernment led to a faithful not this year
- For those who retire from assignments this year, those continuing, and those taking up new responsibilities

We have some openings that remain on the slate:

- Vice moderator on Board of Directors, (but cannot be taken from the floor.)
- Annual meeting planning Committee, would be willing to take nominations from the floor
- Disaster Response Team, Grafton Orange, Southwest, Washington, Windham Union and Windsor Orange reps. Please find someone on your association who could do this and be trained.
- General Synod delegates -- we have time for nominations from Addison, Northeast, Windsor-Orange
- Still seeking chair and vice chair for the Dept of Stewardship and Finance

S. Greifen moves the slate of Officers and Board members. The motion is seconded.

The slate of Officers and Board Members is reproduced in the appendix.

Discussion:

Rev. A. Nagy-Benson, Middlebury United Church of Christ --Two different slides have on for two different terms for the same position.

- S. Greifen -- this was a mistake. He is not on the slate.

Nomination of the slate of officers and board members passes unanimously.

K. McCrae leads us in the Commissioning of Elected Leaders.

2:17 -- D. Vanderlinde - Abernathy presents gifts to our guests and other dignitaries.

- Susanne Schmidt, keynote speaker. Round of applause again, and chocolate!
- Eric Tupper-Giles, musician. Round of applause and a small token of our appreciation.
- Katelyn McCrae, moderator *pro tem.*, She has worked tirelessly for this annual meeting, going way beyond being the chair of the Planning Committee. Round of applause and gift.

2:21 -- D. Vanderlinde - Abernathy hands the gavel over to Jeffrey Tuper-Giles. He has been excited about this. For Jeffrey and me, this is pretty sweet on a lot of levels.

J. Tuper-Giles - David is a leader for me who stands next to me and not in front of me. I hope to be that person for someone else that day. Thank you David, for being a friend, a pastor, and someone I hope to emulate. How wonderful it is to receive this gavel from you. I will make you proud of the disciple you've created.

2:25 K. McCrae -- more thank you's.:

Thanks to all of you who made this come together in anyway.

- in particular the members of the Annual Meeting Planning Committee are applauded
 - Tracy Weatherhogg
 - Mary Kay Schueneman
 - Ned Davis
 - Shawn Bracebridge
 - David Vanderlinde-Abernathy
 - Jeffrey Tuper-Giles
- Ann Vivian and Seth who did tech and powerpoint.
- Thanks to scribes, parliamentarian and musicians

2:30 -- The meeting is adjourned following the Closing Worship.

Appendix Resolutions and The Slate of Officers and Board Members

Resolutions as passed:

TITLE: RESOLUTION ON “THE EARTH IS THE LORD’S – NOT OURS TO WRECK: IMPERATIVES FOR A NEW MORAL ERA:” A RESOLUTION OF AFFIRMATION AND ACTION BASED ON THE GENERAL SYNOD RESOLUTION BY THE SAME NAME.

SUBMITTED BY the Department of Missions Council on recommendation of the Creation Justice Task Force.

PREAMBLE: This Emergency Resolution passed at General Synod 31 with 97% of the vote, and with the endorsement of the Vermont UCC Board of Directors, but did not come before the full membership of the Vermont Conference. Therefore, the Conference Department of Missions is introducing this resolution of support and action with the conviction that it’s important for the conference as a whole to have the opportunity to consider and vote on it. (Text of the original resolution in italics and boldface.)

BIBLICAL BACKGROUND: Our sacred texts often celebrate the awesome majesty and beauty of Creation and of the natural world, its life-giving power and its special status as the handiwork of God. Those ancient writers, living long before the industrial and technological revolutions, would never have imagined our whole planet being dominated violently, beaten into submission, and pushed to the brink of ruin by human beings with modern-era machines and motives. From Genesis 1; the Ten Commandments; through the Sabbatical Year and Jubilee in Leviticus 25; the incredible Creation poem in the Book of Job (38 – 41); hymns of awe and praise for the created world in the Psalms (8, 19, 23, 33, 104) – the Earth in the Hebrew Scriptures is a precious gift from God, to be respected and cared for by humanity. Jesus in the Gospels speaks often of God’s call for justice and compassion among us, which cannot be fully realized when millions of people are suffering or at risk due to the catastrophic effects of climate change – rising sea levels, famines, severe weather events, global warming, and increasingly desperate competition for shifting or dwindling resources. It’s hard to see how we can love God (Deuteronomy 6:5), love our neighbor as ourselves (Leviticus 19:18; Mark 12:31), love one another (Romans 13:8), and practice a life of love (I Corinthians 13), while wantonly and willfully destroying the Earth on which we all live.

TEXT OF THE MOTION: (Items in bold italics are from the text of the original Synod 31 Resolution.)

WHEREAS the leaders of over 190 countries have signed the Paris Climate Accord, acknowledging the critical role every country must play if the life-sustaining climate of the earth is to continue to sustain life as we have always known it;

WHEREAS the mayors of 30 American cities, the governors of numerous states and leaders of hundreds of American companies have publicly committed the institutions

they lead to reducing greenhouse gas emissions in compliance with the Paris Climate Accord;

WHEREAS over the past 50 years the UCC, along with religious leaders from other faiths and denominations, have issued countless statements on the goodness of Creation and our call to act as responsible stewards, all of which has been an insufficient witness;

WHEREAS the Core Purpose of the United Church of Christ states (in part): "... we serve God in the co-creation of a just and sustainable world as made manifest in the Gospel of Jesus Christ,"

WHEREAS this historic moment provides Christian communities with a powerful opportunity to bear witness to the sacredness of God's Creation and the urgent call to preserve it, and responding to this call expresses the new mission initiative of the UCC known as the three great loves, one of which is love of creation;

WHEREAS the overwhelming consensus of the international scientific community is that Climate Change threatens the integrity of Creation and the well-being of future generations, and is to a significant degree caused by human activity;

WHEREAS the disruptions of the climate are in part responsible for the increasing devastations and human suffering the world has seen recently from hurricanes, wildfires, droughts, floods and famines, and therefore give urgency to the climate crisis and the challenges it poses for human well-being;

WHEREAS the Paris Climate Accord recognizes the extent to which these impacts fall disproportionately on those living in poverty and the least developed nations, and those least responsible for the emission of greenhouse gases, and are caused disproportionately by the consuming life-style of our nation and others most developed;

WHEREAS, the Thirty-first General Synod of the United Church of Christ raised its prophetic voice regarding the urgency of healing the climate of the earth, our home and God's gift for the future of all life, both human and all other life,

WHEREAS many churches in the Vermont Conference have already demonstrated their power to effect change, by taking strong and creative actions, and whereas more such actions will be needed to move us toward a sustainable future;

THEREFORE, BE IT RESOLVED that the churches of the Vermont Conference actively affirm this GS Resolution, and commit themselves to its urgent call to study, preaching, prophetic witness and action.

BE IT FURTHER RESOLVED that individuals in the Conference use their influence at the local, state and national level, to hold our leaders in government, business and society accountable, and to raise their voices as calls to action through their votes, letters and their public witness.

BE IT FURTHER RESOLVED that the churches and pastors of the Vermont Conference UCC will engage in the following imperatives as we seek to initiate a new moral era:

- Let us commit to making decisions of integrity in our energy choices, even as we commit to hold our political leaders accountable to do the same.
- Let our communities of faith be bold and courageous as we address one of the greatest moral challenges that the world has ever faced.
- Let us commit to resist all expansion of fossil fuel infrastructure and demand new sources of renewable energy that are accessible to all communities.

April 13, 2018

1 **An Emergency Resolution To Reduce Gun Violence**

2 Class VI, Emergency, Class I Social Action

3 Submitted by: The Vermont Conference Task Force on Reducing Gun Violence

4 Contact: Christopher Ashley, Chair (christopher.Ashley8@gmail.com)

5 Whereas Jesus commanded us to love and respect one another: (John 15:12, "This
6 is my commandment that you love one another as I have loved you." Matthew 5:9,
7 "Blessed are the peacemakers, for they will be called children of God.", Mark 12:31,
8 "You shall love your neighbor as yourself." Luke 6:27-31, "Love your enemies. Do to
9 others as you would have them do to you.")

10 Whereas Jesus demonstrated this love by commanding us to take care of the least
11 among us: Matthew 25:40, ("Truly I tell you, just as you did it to the least of these
12 who are members of my family, you did it to me.")

13 Whereas Jesus recognized a special role for children. Mark 10:13-17 (When Jesus
14 saw this, he was indignant. He said to them, "Let the little children come to me, and
15 do not hinder them, for the kingdom of God belongs to such as these.)

16 Whereas Jesus told us to follow the commandments and to not commit murder:
17 Mark 10:18, ("You shall not commit murder."))

18 Whereas an average of over 30,000 Americans die each year as a result of gun
19 violence in accidents, suicides, and murders.

20 Whereas in Vermont during the years 2011-2016 a total of 420 people died as a
21 result of gunshot wounds

22 Whereas shootings occur in all locations across our nation: homes, schools,
23 ~~churches~~ **Places of Worship**, nightclubs, parking lots, movie theaters, hospitals, and target
all members
24 of society...: ~~women, men, blacks, whites, gays, straights, people of every faith, and~~
25 ~~particularly children~~

26 Whereas in 2017 the CDC estimates that 136 children and teens were killed or
27 wounded each week by gun violence in the US

28 Whereas since the Columbine High School shooting in 1999, gun violence has
29 occurred in 164 schools and over 135,000 children have been exposed to it
30 according to the Washington Post

31 Whereas our faith as followers of Jesus calls on us to stop sitting silently by while
32 this violent plague destroys countless lives and families, and wounds many schools
33 and communities

34 Therefore be it resolved that the Vermont Conference, United Church of Christ
35 through its Reducing Gun Violence Task Force and Conference Minister will contact
36 Federal Officials: President Trump, Senator Leahy, Senator Sanders, and
37 Representative Welch and ask those officials to support legislation which would: ban
38 assault-style and military-style weapons, bump stocks, and high-capacity
39 ammunition magazines; require a criminal background check for every gun sold in
40 America and robustly fund and support a national background check system and
41 process that is comprehensive, efficient, and requires only a modest fee; and make
42 gun trafficking a federal crime, with real penalties for "straw purchasers" (those who
43 arm criminals).

44 And be it further resolved that the Vermont Conference, United Church of Christ,
45 will contact Gov. Scott and thank him for supporting legislation requiring universal
46 background checks in Vermont, the temporary removal of weapons from a person
47 cited for domestic assault or under a judge's extreme risk protection order for a
48 person "at-risk", and legislation that bans ~~assault weapons~~, bump stocks, and high-
49 capacity ammunition magazines.

50 And be it further resolved that the Vermont Conference, United Church of Christ
51 acknowledges with appreciation that the Vermont Legislature brought these issues
52 to a vote, and that the Vermont Conference, UCC thank the Legislators who voted in
53 favor of: requiring universal background checks in Vermont, the temporary removal
54 of weapons from a person cited for domestic assault or under a judge's extreme risk

55 protection order for a person "at-risk", and legislation that bans ~~assault weapons~~,
56 bump stocks, and high-capacity ammunition magazines.

57 And be it further resolved that the VT Conference, United Church of Christ
58 recommends the following possible actions to both congregations and individuals:

59 -Pray and reflect on your own emotions and reactions to gun violence:
60 remember to care for people who have been directly affected by violence; resist
61 the urge to demonize others, even those we disagree with, and refuse to be
62 overwhelmed by the magnitude of the problem.

63 -Re-energize the church to be an instrument of peace; be inspired to action by
64 those who have taken small steps toward peace.

65 -Hold a dialog within your congregation regarding gun violence issues. The
66 VT Conference's Task Force to Reduce Gun Violence has resources to support
67 this effort; we are happy to consult with you.

68 -Host a Bible study on violence. The UCC recommends:

69 Faith vs Fear: <http://www.uccfiles.com/pdf/faith-vs-fear-bible-study.pdf>

70 -Check out the resources available on the VT Conference UCC website, under
71 the DOM domain on the VT Conference's Task Force to Reduce Gun Violence
72 webpage.

73 -Visit the UCC website and learn about the resolutions approved by UCC

74 National Synods:

75 2017: On Recognizing and Studying Gun Violence as a Public Health
76 Emergency

77 1995: Resolution on Guns and Violence

78 A variety of resources are available on the UCC website.

79 -**Support Affirm** Vermont Legislators and Senators, and Governor Scott for their
80 backing of gun violence prevention bills in the 2018 legislative session against
81 the push-back that the gun lobby has promised to bring to to bear. If you need
82 help identifying state leaders who supported the legislation, please check with
83 the VT Conference's Task Force to Reduce Gun Violence.

84 -**Support Affirm** responsible organizations involved with this issue, like GunSenseVT,
85 Americans for Responsible Gun Use, and Sandy Hook Promise.

86 -Ask your Chief of Police or Sheriff to hold an informational session on the safe
87 storage of firearms.

Board of Directors	Term	Name
Position		
Moderator	2018-2019	Jeffry Tuper-Giles
V. Moderator	2018-2019	
Treasurer	2017-2018	Laura Nassau
Chair & Addison	2017-2020	Rev. Andrew Nagy-Benson
Champlain	2016-2019	Julie Cadwallader Staub
Grafton-Orange-Sullivan	2018-2019	Rev. Kate Maver
Northeast	2016-2019	Rev. Doug Carter
Southwest	2018-2021	
Washington	2015-2021	Rev. Nancy McHugh
Windham Union	2017-2020	Dick Dale
Windsor-Orange	2016-2019	Rev. Kim McKerley
Past Chair	2018-2019	Rev. Rona Kinsley
Personnel Committee	Term	Name
	2015-2021	Rev. Martha Peck
	2016-2019	Jeremy Schrauf
	2017-2020	Rev. Peter Plagge, Chair
Representative from BoD		
Nominating Committee	Term	Name
	2015-2020	Rev. Susanna Griefen, Chair
	2014-2019	Sally Ann Silfies
	2014-2019	Rev. Jay Sprout
	2018-2021	Rev. Elisa Lucozzi
Annual Mtg. Planning Committee	Term	Name
	2017-2020	Rev. Shawn Bracebridge
	2017-2020	Ned L. Davis
	2018-2021	Rev. Amanda Swoyer
	2018-2021	Rev. Jeremy Kirk
	2018-2021	
Disaster Response Ministries		
	2017-2020	Rev. Adrienne Carr
Addison Assoc.	2017-2019	Carol Washington
Champlain	2018-2021	Rev. Barbara Purinton
Grafton-Orange		
Northeast	2018-2021	Rev. Bruce Comiskey
Southwest		

Washington
Windham Union
Windsor-Orange

Open and Affirming Consultant

Jeffrey Tuper-Giles

Convocation Committee

Name

Rev. Elissa Johnk
Rev. Susan McKnight
Rev. Elisa Lucozzi
Rev. Doug Carter
Rev. Kathy Clark
Rev. Pam Lucas

**Ministerial Standing
and Standards
Committee**

Name

2017-2021	Patricia Richardson
2017-2021	Rev. Lee Moore
2018-2021	Robert Swartz
2018-2021	Bonnie Stevens
2017-2020	Rev. Jared Hamilton
2014-2020	Rev. Roger Daly
2014-2020	Rev. Dr. Marisa Laviola
2016-2020	Ms. Alice Kitchel
2016-2019	Rev. Robin Junker-Boyce
2016-2019	Rev. Cordelia Burpee
2017--2019	Sally Ann Silfies

Department of Mission

Name

Chair	2015-2021	Rev. Bert Marshall
V. Chair	2014-2020	Jeanne Zammataro
	2017-2019	Department Council
	2016-2019	Rev. Rob Noble
	2014-2017	Fred Taylor
<u>Addison Association</u>	2017-2020	Rev. Mary Brownlow
Champlain	2018-2019	MaryLou DeCosta
Northeast	2018-2019	Alyssa May
<u>Southwest</u>		

Washington 2015-2021
Windham Union 2016-2019
Windsor-Orange 2016-2019

Theresa Lever
Rev. Lise Sparrow
Rev. Kim McKerley
Rev. Lynn Bujnak

2018-2019

**Vermont Low Income Advocacy
Representative
Esther Farnsworth**

Global Ministries Committee
Rev. Kim McKerley
Theresa Lever
Summer Lunch Program
MaryLou DeCosta
Grace Cleary

General Synod Delegates

Addison
Champlain 2016-2019
Northeast
Southwest 2017-2019
Washington 2017-2019
Windham Union 2019-2021
Windham Union, Youth 2019-2021
Windsor-Orange 2019-2021

Synod Delegates

Devon Lee Thomas

Rev. John Weatherhogg
Jeffry Tuper-Giles
Dr. Cheri Brodhurst
Yvonne Harrison

**Department of
Stewardship
and Financial
Development**

Finance Committee
2011-2020
2018-2021
2017-2020
Treas.

Rev. Richard White
Nancy Zorn
Hal Drury
Laura Nassau

Investment Committee
2016-2019
2015-2021
2016-2019
Treas.

Jonathan Farrell
Rev. Mark Mendes
Rev. David Andrews
Laura Nassau

Related Organizations

Vermont Ecumenical Council and Bible Society

2017-2020

Roy V. Hill II

Vermont Congregational Home, Inc. (Atkinson Residence Home for the Retired)

Name

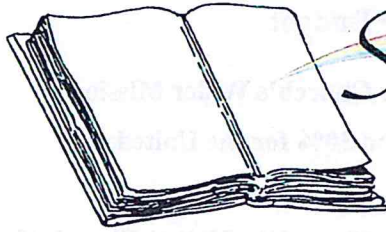
2016-2019

Rev. Cynthia Batten

2017-2020

Virginia Fuller

2018 ANNUAL MEETING



Sharing Sacred Stories

Vermont 223rd Annual Meeting

UNITED CHURCH OF CHRIST

I will come with stories of Your great acts, my Lord. Psalm 71.16

FINANCIAL DOCUMENTS

For the
Annual Meeting
Vermont Conference, United Church of Christ
April 27-28, 2018

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**Resolutions Recommended by the Board of
Directors Pertaining to the 2019 Budget**

- 1 **1.) That the division of undesignated Basic Support for Our Church's Wider Mission**
2 **income for 2019 be 70% for the Vermont Conference and 30% 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 70% of any operating budget surplus at the conclusion of the 2019 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 2019 Vermont Per Capita be set at \$12.87. (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 2019.**
- 15 **7.) That the Board of Directors be authorized to adjust the 2019 operating budget as**
16 **unforeseen circumstances require, within the spending limits established in the**
17 **budget.**
- 18 **8.) That the Conference adopt a 2019 Operating Budget of not more than \$652,305**
19 **in expense and not less than \$652,305 in income, with the goal of ending 2019**
20 **with a balanced budget.**

Vermont Conference United Church of Christ
2019 Proposed Budget

Acct #	Account Name	2017			2018			2018			2019			
		ACTUAL - Revised (Unaudited)			BUDGET (Approved)			BUDGET (Revised)			PROPOSED BUDGET			
		Operating	Special	Total	Operating	Special	Total	Operating	Special	Total	Operating	Special	Total	
	INCOME													
	<i>General Income</i>													
3002	Basic Support For OCWM	\$ 373,385		\$ 373,385	\$ 375,000		\$ 375,000	\$ 375,000		\$ 375,000		\$ 382,000		
3204	Friends of the VT Conference	23,693		23,693	24,000		24,000	24,000		24,000		26,000		
3212	Synod Travel Pool	8,748		8,748	-		-	-		-		10,000	10,000	
3300	Per Capita Income	125,375		125,375	145,590		145,590	130,000		130,000		132,200	132,200	
3405	Unrestricted Fund Draw	45,502		45,502	45,980		45,980	45,980		45,980		46,305	46,305	
3502	Interest Earned	323		323	100		100	325		325		400	400	
3508	Resstricted Fund Income	2,114		2,114	1,200		1,200	1,200		1,200		2,000	2,000	
3507	Miscellaneous	1,718		1,718	-		-	-		-		-	-	
3604	Annual Meeting Income	38,296		38,296	36,000		36,000	36,000		36,000		38,000	38,000	
3404	Additional Draw from Unrestricted Fund	22,287		22,287	-		-	-		-		-	-	
3540	Repayment CM Loan Income	119		119	-		-	-		-		-	-	
9104	Miller and Atkinson Income	1,652		1,652	1,700		1,700	1,700		1,700		2,000	2,000	
	<i>Departmental Income</i>													
0002	Dept. Church & Ministry Income	4,816		4,816	6,500	2,000	8,500	6,500	2,000	8,500		6,900	1,000	
0003	Dept. Mission Income	-		-	-		-	-		-		-	-	
0004	Dept. Christian Education Income	-	2,629	2,629	1,500	10,000	11,500	1,500	10,000	11,500		1,500	10,000	
0005	Dept. Stewardship Income	210	90	300	5,000		5,000	5,000		5,000		5,000	5,000	
	TOTAL INCOME	\$ 648,238	\$ 3,538	\$ 651,776	\$ 642,570	\$ 12,000	\$ 654,570	\$ 627,205	\$ 12,000	\$ 639,205		\$ 652,305	\$ 11,000	\$ 663,305
	EXPENDITURES													
3004	Basic Support to National OCWM	\$ 135,003		\$ 135,003	\$ 112,500		\$ 112,500	\$ 112,500		\$ 112,500		\$ 114,600	\$ 114,600	
4000	Dept. of Church and Ministry	5,641	3,076	8,717	7,200	2,000	9,200	7,200	2,000	9,200		7,200	1,000	
5000	Dept. of Mission	9,910	750	10,660	12,500		12,500	13,500		13,500		13,800	13,800	
6000	Dept. of Christian Education	1,125	8,230	9,355	3,000	10,000	13,000	3,000	10,000	13,000		4,586	10,000	
6500	Communications and Resource Center	-	1,792	1,792	-		-	-		-		-	-	
7000	Dept. of Stewardship	15,230	101	15,331	18,000		18,000	18,000		18,000		18,000	18,000	
8000	Staff Compensation/Insurance	276,153		276,153	285,370		285,370	277,405		277,405		271,170	271,170	
8300	Travel & Expenses	18,903		18,903	29,000		29,000	22,600		22,600		18,626	18,626	
8401	Conference Office	104,151		104,151	118,000		118,000	118,000		118,000		123,973	123,973	
8550	Conf. Board & Committees	36,246		36,246	15,000		15,000	15,000		15,000		38,350	38,350	
8600	Long Range Planning	-		-	-		-	4,000		4,000		4,000	4,000	
8710	Annual Meeting	34,147		34,147	36,000		36,000	36,000		36,000		38,000	38,000	
9600	Transfer to Unrestricted Fund	-		-	-		-	-		-		-	-	
8149	Salary, Sabbatical Coverage	-		-	6,000		6,000	-		-		-	-	
	TOTAL EXPENDITURES	\$ 636,509	\$ 13,949	\$ 650,458	\$ 642,570	\$ 12,000	\$ 654,570	\$ 627,205	\$ 12,000	\$ 639,205		\$ 652,305	\$ 11,000	\$ 663,305
	SURPLUS/(DEFICIT)				\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 0	\$ -	\$ 0
					2017 Per Capita Rate:		\$ 12.66	2018 Per Capita Rate:		\$ 12.66		2019 Per Capita Rate:		\$ 12.87
					2015 CPI:		0.50%	2016 CPI:				2017 CPI:		1.70%



Narrative Presentation of the
2019 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 _____ \$382,000

Our Church's Wider Mission Basic Support (OCWM) 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 our OCWM sharing ratio is 70% of these contributions retained for use by the Conference, and 30% sent to support the work of the United Church of Christ.



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 \$1.3 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.

Friends of the Conference
LINE 3204 _____ \$26,000

Friends of the Conference represents those contributions given without specific designation for the Conference's mission. They may come from individuals, churches, associations, or outside organizations. Many individuals are 'sustaining friends,' giving a scheduled contribution every month.



Synod Travel Pool
LINE 3212 _____ \$10,000



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.

Per Capita Income

LINE 3300 _____ \$132,200

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 2019 is \$12.87 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 _____ \$46,305



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 **Calculation of Draw from the Unrestricted Fund** for more detail on how this amount is calculated.

Interest on Operating Checking

LINE 3502 _____ \$400

Our checking account at Lake Sunapee Bank earns interest throughout the year, which is used as general income. A

portion of the locally held funds are in a money market account, which earn additional interest.



Restricted Fund Income

LINE 3508 _____ \$2,000

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 is anticipated to produce about \$2,000 of income per year.

Annual Meeting Income

LINE 3604 _____ \$38,000

The Annual Meeting is self-supporting by collecting registration fees to attend the Meeting. 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 **Calculation of Draw from the Unrestricted Fund** 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.

**Atkinson and Miller Fund
Income**

LINE 9104_____ **\$2,000**

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, also includes the Miller Fund income, which also supported the Atkinson Retreat Center in the past.

**Department of Church and
Ministry Income**

LINE 0002_____ **\$6,900**

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 primary income for this Department is from tuition for the Vermont School of Ministry.



**Department of
Stewardship**

LINE 0005_____ **\$5,000**

The Stewardship Department hosts an annual fundraiser (in 2014-2015, a Bluegrass Gospel Project Concert). This line shows the income from that event. Expenses are part of the Stewardship Department expense budget.

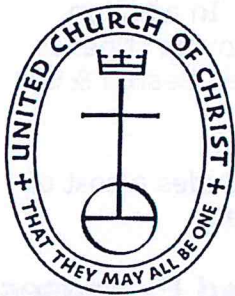
Expenditures

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 _____ **\$114,600**



The Vermont Conference sends 30% 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 _____ **\$7,200**

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, and a Convocation Committee which offers pastors an annual renewal and fellowship opportunity.

Department of Mission

LINE 5000 _____ **\$13,800**

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, Vermont Ecumenical Council, Disaster Planning and Response, Summer Lunch Programs, and Diversity.

Department of Christian Education

LINE 6000 _____ \$4,586

The Christian Education Department plans conference wide opportunities for those who work in churches with children, youth and adult Faith Formation. Some of the expenses support the Vermont School of Ministry. We also support the New England Association of United Church Educators, and are a member of the UCC Outdoor Ministries Association.

Department of Stewardship

LINE 7000 _____ \$18,000

The Stewardship Department expense budget includes audit, legal fees, fundraising expenses, and support for Department Committees. This line also includes \$10,000 in assistance to the Atkinson Residence Home in Newbury.

Called Staff Compensation, Insurance, Taxes

LINE 8000 _____ \$271,170

This section includes:

- Salary & Benefits for the called staff
- Worker's Compensation Insurance
- Health and Disability Insurance

The budget supports a new staffing configuration with one Conference Minister and one Associate Conference Minister. In addition, there are funds to provide stipends for Conference-trained Search & Call Consultants.

This 2019 budget includes a cost of living increase for staff.

Staff Travel and Expenses

LINE 8300 _____ \$18,626

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



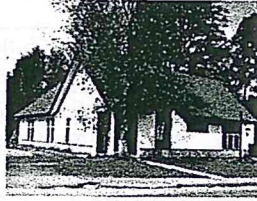
associations, and members. In addition, the Conference staff travel to the National offices

of the UCC and other locations during the year for meetings and consultations. This budget line is less than in previous years as more and more meetings are utilizing technology to convene.

Conference Office

LINE 8401 _____ \$123,973

This expense line includes all costs associated with having and operating the Conference Office, 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 Office Administrator and Conference Ministries Coordinator.
- New for 2019 is the addition of a part-time bookkeeper to provide financial oversight.

Conference Boards and Expenses

LINE 8550 _____ \$38,350

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.

Long Range Planning

LINE 8600 _____ \$4,000

This expense line is for the Board of Directors to engage in long-range planning work.

Annual Meeting Expenses

LINE 8710 _____ \$38,000

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

Transfer 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 *Calculation of Draw from the Unrestricted Fund* for more detail.

Sabbatical Expenses

LINE 8149 _____ \$0

In a year when one of the Conference Ministers will be eligible for a sabbatical, an amount is budgeted to provide coverage for some or all of those duties during the sabbatical period. No sabbaticals are planned for 2019.

Temporarily Restricted Assets	Beginning Balance	Income During	Expended During	Ending Balance	Change During
(Unaudited)	1/1/17	2017	2017	12/31/17	2017
Pass Through Accounts:					
Christmas Fund	\$ -	\$ 26,108.49	\$ 26,108.49	\$ -	\$ -
One Great Hour of Sharing	\$ -	\$ 43,781.88	\$ 43,781.88	\$ -	\$ -
Neighbors in Need	\$ -	\$ 26,477.57	\$ 26,477.57	\$ -	\$ -
Directed Gifts (UCC)	\$ -	\$ 14,554.41	\$ 14,554.41	\$ -	\$ -
Directed Gifts Others	\$ -			\$ -	\$ -
Strengthen the Church	\$ -	\$ 6,784.97	\$ 6,784.97	\$ -	\$ -
Dillard U-Henderson Sch.	\$ -	\$ 1,552.00	\$ 1,552.00	\$ -	\$ -
Atkinson Retirement Home Donation	\$ -			\$ -	\$ -
Atkinson Memorial Fund	\$ -			\$ -	\$ -
Clough CD Interest	\$ -	\$ 7.65	\$ 7.65	\$ -	\$ -
Donations to Investments	\$ -	\$ 90.00	\$ 90.00	\$ -	\$ -
Atkinson Endowment Donation	\$ -			\$ -	\$ -
Local Portions of National Offerings:					
VT Peace Projects (Mission)	\$ 203.55		\$ 203.55	\$ -	\$ (203.55)
VT Strengthen the Church (MAD)	\$ 5,499.17	\$ 9,434.00	\$ 2,666.59	\$ 12,266.58	\$ 6,767.41
VT Hunger (Mission)	\$ 315.07		\$ 315.07	\$ -	\$ (315.07)
VT Neighbors in Need	\$ -			\$ -	\$ -
Assets controlled by Conference Staff or Board of Directors:					
Healing Committee Work Fund	\$ 2,789.40		\$ 2,789.40	\$ -	\$ (2,789.40)
Fairbanks Education Board	\$ 11,856.76	\$ 575.00	\$ 1,767.00	\$ 10,664.76	\$ (1,192.00)
Continuing Education	\$ 2,125.20	\$ 244.31	\$ 808.85	\$ 1,560.66	\$ (564.54)
Brown Continuing Education	\$ 1,061.53		\$ 500.00	\$ 561.53	\$ (500.00)
Brown Convocation Fund	\$ 1,234.82			\$ 1,234.82	\$ -
Resource Center Fund	\$ 1,792.31		\$ 1,792.31	\$ -	\$ (1,792.31)
VAST Bible Commentaries	\$ 10.00		\$ 10.00	\$ -	\$ (10.00)
VT School of Ministry Fund	\$ 2,794.73	\$ 1,802.31		\$ 4,597.04	\$ 1,802.31
Camp About Face	\$ 88.71			\$ 88.71	\$ -
New Initiative Fund	\$ 700.00		\$ 700.00	\$ -	\$ (700.00)
Camp Agape	\$ -	\$ 175.00	\$ 175.00	\$ -	\$ -
Diversity Initiative Fund	\$ 1,118.84		\$ 750.00	\$ 368.84	\$ (750.00)
God is Still Speaking	\$ 10.97		\$ 10.97	\$ -	\$ (10.97)
Property Maint/Repair	\$ 2,972.29			\$ 2,972.29	\$ -
Fairbanks Board Relief	\$ 16,378.08	\$ 724.34		\$ 17,102.42	\$ 724.34
Ida Thorp Scholarship	\$ 8,820.56	\$ 856.15	\$ 500.00	\$ 9,176.71	\$ 356.15
Outdoor Ministries Fund	\$ -	\$ 827.00	\$ 8,219.97	\$ (7,392.97)	\$ (7,392.97)
Gardner Cottle Fund	\$ 1,711.46	\$ 106.91		\$ 1,818.37	\$ 106.91
Ministerial Assistance fund	\$ 6,185.15	\$ 2,789.40		\$ 8,974.55	\$ 2,789.40
Retired Ministers Reserve	\$ 80,478.91	\$ 6,180.00	\$ 3,000.00	\$ 83,658.91	\$ 3,180.00
Lobenstine Fund	\$ 5,432.85		\$ 5,432.85	\$ -	\$ (5,432.85)
Disaster Planning & Response Fund	\$ 2,945.87	\$ 6,918.74		\$ 9,864.61	\$ 6,918.74
Hurricane Irene Relief Fund	\$ 6,918.74		\$ 6,918.74	\$ -	\$ (6,918.74)
Ecumenical Event Fund	\$ -			\$ -	\$ -
Progressive Renewal Fund	\$ 1,002.85			\$ 1,002.85	\$ -
Narthex Project Grant Account	\$ 100,000.00		\$ 25,000.00	\$ 75,000.00	\$ (25,000.00)
Total	\$ 264,447.82	\$ 149,990.13	\$ 180,917.27	\$ 233,520.68	\$ (30,927.14)

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.

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.

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.

Atkinson Retirement Home

Description: The account receives donations from churches and individuals to support the Atkinson Retirement Home. Donations are forwarded monthly.

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. All remaining funds were spent this year.

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. Funds drawn from the Make a Difference endowment are also deposited in this asset account.

Vermont Hunger Fund

Description: This account represents the remainder of the former Hunger Fund Offering. All remaining funds were spent this year.

Vermont Neighbors in Need

Description: In the past, a portion of the NIN offering was retained. These funds have all been expended.

ASSETS DISTRIBUTED BY CONFERENCE STAFF OR THE BOARD OF DIRECTORS (includes assets previously 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 board authorized transferring the remaining funds to the Ministerial Assistance Fund.

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.

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.

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.

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.

Resource Center Fund

Description: This fund is used to buy materials for the Resource Center not normally supported by the operating budget. The Board authorized these funds be consolidated with the VAST Scholarship Fund and used to purchase materials for students at the VT School of Ministry.

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. These funds were consolidated with the VAST Scholarship Fund as authorized by the Board.

VT School of Ministry Fund (Formerly called VAST Scholarship Fund)

Description: This account accepts donations to help pay tuition and

materials for VAST (Vermont School of Ministry) students.

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.

New Initiative Fund

Description: This Fund was started with a \$2,500 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. These funds were transferred to VT Strengthen the Church for use as Make A Difference grants.

Camp Agape

Description: This account accepts donations to support Camp Agape. Donations are forwarded regularly.

Diversity Initiative Fund (Formerly called Anti-Racism Fund)

Description: This account was funded originally by a grant to support the work of the Uprooting Racism Task Force. The funds now support work including encouraging Diversity.

God is Still Speaking

Description: This fund represents donations from individuals, churches, and Associations to support "God is Still Speaking", stewardship and vitality events, and materials. Balance of funds was transferred to the Operating Fund as authorized by the Board.

Property Maintenance/Repair

Description: This account reserves funds for significant maintenance and/or repairs to the Conference office in Randolph.

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.

Outdoor Ministries Fund

Description: This account supports Outdoor Ministries. It is used to help pay for camping programming done at the Horton Center in NH and at Bishop Booth in Burlington. Fund income comes from a withdrawal from the Outdoor Ministry Investment Account.

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. Funds have been fully expended.

Disaster Planning & Response Fund

(Formerly called Disaster Plan Fund)

Description: This account was funded by a \$5,000 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.

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. Funds were consolidated with the Disaster Plan Fund.

Ecumenical Event Fund

This fund was established during 2012 at the direction of the Board of Directors to handle funds related to ecumenical events and joint ventures. The Board authorized closing the fund.

Progressive Renewal Fund

This account holds receives and distributes funds used to support our contract with the Center for Progressive Renewal.

Narthex Project Grant Account

This account holds funds granted by the Narthex Project meant for support of ministry at Hallelujah Farm. It is disbursed on request of Hallelujah Farm. The Conference acts as fiduciary agent.

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 in *Calculation of Draw from the Unrestricted Fund*.

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 total return, with approx. 50% invested in equities and 50% in

fixed income and 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 total return, with approx. 50% invested in equities and 50% in fixed income and 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 total return, with approx. 50% invested in equities and 50% in fixed income and 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 total return, with approx. 50% invested in equities and 50% in

fixed income and 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 total return, with approx. 50% invested in equities and 50% in fixed income and 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. 90% invested in fixed income, 10% 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. Money from this fund is withdrawn following the same trailing formula as the Unrestricted Fund.

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 total return, with approx. 65% invested in equities and 35% in fixed income and 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.

REPORT OF THE REGISTRAR

Financial Contributions from the churches total:

	2017	2016	Change in \$	Change in %
Basic Support for OCWM	\$ 373,385	\$ 367,143	\$ 6,242	1.70%
Per Capita	\$ 125,375	\$ 141,750	\$ (16,375)	-11.55%
Friends of the Conference (VT Gifts)	\$ 23,693	\$ 23,420	\$ 273	1.17%
Neighbors in Need	\$ 26,478	\$ 28,408	\$ (1,930)	-6.79%
Christmas Fund	\$ 26,108	\$ 18,289	\$ 7,819	42.75%
One Great Hour of Sharing	\$ 43,782	\$ 47,243	\$ (3,461)	-7.33%
Strengthen the Church	\$ 6,785	\$ 5,715	\$ 1,070	18.72%
Directed Gifts, UCC	\$ 14,554	\$ 3,927	\$ 10,627	270.61%
Directed Gifts, non-UCC	\$ -	\$ 2,031	\$ (2,031)	-100.00%
Total	\$ 640,160	\$ 637,926	\$ 2,234	0.35%

Basic Support for Our Church's Wider Mission

CHURCHES	2017	2016	\$ Change	% Change
ASCUTNEY, UNION CHURCH	\$ -	\$ 200.00	\$ (200.00)	-100.0%
BARRE, CONGREGATIONAL CHURCH	\$ 5,000.00	\$ 4,000.00	\$ 1,000.00	25.0%
BARTON, UNITED CHURCH OF CHRIST	\$ 500.00	\$ -	\$ 500.00	100.0%
BELLOWS FALLS, UNITED CHURCH	\$ 1,000.00	\$ 1,000.00	\$ -	0.0%
BENNINGTON, SECOND CONGREGATIONAL CHURCH	\$ 10,833.29	\$ 10,833.51	\$ (0.22)	-0.0%
BENSON, UNITED CHURCH OF CHRIST	\$ 100.00	\$ 100.00	\$ -	0.0%
BERLIN, FIRST CONGREGATIONAL CHURCH	\$ -	\$ 25.00	\$ (25.00)	-100.0%
BRADFORD, CONGREGATIONAL CHURCH	\$ 4,379.04	\$ 3,434.00	\$ 945.04	27.52%
BRANDON, CONGREGATIONAL CHURCH	\$ 4,000.00	\$ 7,049.00	\$ (3,049.00)	-43.25%
BRATTLEBORO, CENTRE CONGREGATIONAL	\$ 9,501.26	\$ 16,778.08	\$ (7,276.82)	-43.37%
BRATTLEBORO, FIRST CONGREGATIONAL CHURCH	\$ 2,733.46	\$ 1,535.36	\$ 1,198.10	78.03%
BRISTOL, FEDERATED CHURCH	\$ 160.00	\$ -	\$ 160.00	100.0%
BROWNINGTON VILLAGE, CONGREGATIONAL	\$ 2,670.00	\$ 2,353.00	\$ 317.00	13.47%
BURLINGTON, COLLEGE ST. CONGREGATIONAL	\$ 24,000.00	\$ 25,008.00	\$ (1,008.00)	-4.03%
BURLINGTON, FIRST CONGREGATIONAL CHURCH	\$ 15,000.00	\$ 15,000.00	\$ -	0.0%
CABOT, UNITED CHURCH	\$ -	\$ 300.00	\$ (300.00)	-100.0%
CASTLETON, FEDERATED CHURCH	\$ -	\$ 173.02	\$ (173.02)	-100.0%
CHARLOTTE, CONGREGATIONAL CHURCH	\$ 9,000.00	\$ 9,000.00	\$ -	0.0%
COLCHESTER, MALLETTS BAY	\$ 500.00	\$ 1,500.00	\$ (1,000.00)	-66.67%
CORNWALL, FIRST CONGREGATIONAL	\$ 1,000.00	\$ 1,269.00	\$ (269.00)	-21.2%
CRAFTSBURY COMMON, UNITED CHURCH	\$ 3,000.00	\$ 3,000.00	\$ -	0.0%
DANVILLE, CONGREGATIONAL	\$ 7,300.00	\$ 7,700.00	\$ (400.00)	-5.2%
DORSET, UNITED CHURCH	\$ 10,299.80	\$ 7,500.00	\$ 2,799.80	37.33%
DUMMERSTON, CONGREGATIONAL	\$ 6,000.00	\$ 6,000.00	\$ -	0.0%
EAST ARLINGTON, FEDERATED CHURCH	\$ 3,210.80	\$ 2,947.60	\$ 263.20	8.93%
EAST CORINTH, CONGREGATIONAL	\$ 1,700.00	\$ 3,846.00	\$ (2,146.00)	-55.8%
EAST MONTPELIER, OLD MEETING HOUSE	\$ 4,000.00	\$ 4,000.00	\$ -	0.0%
ESSEX JUNCTION, FIRST CONGREGATIONAL	\$ 11,000.00	\$ 11,000.00	\$ -	0.0%
FAIR HAVEN, FIRST CONGREGATIONAL	\$ 2,246.78	\$ 3,139.63	\$ (892.85)	-28.44%
GREATER HARTFORD WOMEN'S FELLOWSHIP	\$ 300.00	\$ -	\$ 300.00	100.0%
GREENSBORO, UNITED CHURCH OF CHRIST	\$ 4,000.00	\$ 4,000.00	\$ -	0.0%
GUILFORD COMMUNITY	\$ 3,900.00	\$ 3,101.00	\$ 799.00	25.77%
HARDWICK, UNITED CHURCH	\$ 1,705.75	\$ 1,313.00	\$ 392.75	29.91%
HARTFORD, GREATER HARTFORD	\$ -	\$ 500.00	\$ (500.00)	-100.0%
HARTLAND, FIRST CONGREGATIONAL	\$ 4,000.00	\$ 3,000.00	\$ 1,000.00	33.33%
HINESBURG, UNITED CHURCH	\$ 3,378.00	\$ 3,378.00	\$ -	0.0%
HYDE PARK, SECOND CONGREGATIONAL CHURCH	\$ 750.00	\$ 750.00	\$ -	0.0%
JEFFERSONVILLE, SECOND CONGREGATIONAL	\$ 162.96	\$ 228.84	\$ (65.88)	-28.79%
LONDONDERRY, SECOND CONGREGATIONAL	\$ 5,305.89	\$ 5,659.85	\$ (353.96)	-6.25%
LYNDONVILLE, FIRST CONGREGATIONAL CHURCH	\$ 2,000.00	\$ 2,000.00	\$ -	0.0%
MANCHESTER, FIRST CONGREGATIONAL CHURCH	\$ 5,000.00	\$ 5,000.00	\$ -	0.0%
MARLBORO, MEETING HOUSE	\$ 242.30	\$ -	\$ 242.30	100.0%
MIDDLEBURY, CONGREGATIONAL	\$ 22,883.00	\$ 15,770.00	\$ 7,113.00	45.11%

CHURCHES	2017	2016	\$ Change	% Change
MONTPELIER, BETHANY CHURCH	\$ 16,063.25	\$ 12,085.00	\$ 3,978.25	32.92%
MORRISVILLE, FIRST CONGREGATIONAL CHURCH	\$ 1,000.00	\$ 1,250.00	\$ (250.00)	-20.0%
NEW HAVEN, CONGREGATIONAL	\$ -	\$ 450.00	\$ (450.00)	-100.0%
NEWBURY, FIRST CONGREGATIONAL	\$ -	\$ 5.00	\$ (5.00)	-100.0%
NEWFANE, FIRST CONGREGATIONAL	\$ 1,895.00	\$ 1,400.00	\$ 495.00	35.36%
NEWPORT, UNITED CHURCH	\$ 2,484.50	\$ 2,322.00	\$ 162.50	7.0%
NORTH BENNINGTON, CONGREGATIONAL	\$ 400.00	\$ 400.00	\$ -	0.0%
NORTH HYDE PARK, FIRST CONGREGATIONAL	\$ 150.00	\$ 150.00	\$ -	0.0%
NORTH POMFRET, CONGREGATIONAL	\$ 1,326.20	\$ 1,125.00	\$ 201.20	17.88%
NORTHFIELD, UNITED CHURCH	\$ 1,533.20	\$ 1,000.00	\$ 533.20	53.32%
NORWICH, CONGREGATIONAL CHURCH	\$ 17,000.00	\$ 17,000.00	\$ -	0.0%
PITTSFORD, CONGREGATIONAL CHURCH	\$ 1,250.00	\$ 1,250.00	\$ -	0.0%
POST MILLS, CONGREGATIONAL CHURCH	\$ 2,100.00	\$ 2,100.00	\$ -	0.0%
RANDOLPH CENTER, FIRST CONGREGATIONAL	\$ 1,000.00	\$ 1,000.00	\$ -	0.0%
RANDOLPH, BETHANY	\$ 18,250.00	\$ 14,000.00	\$ 4,250.00	30.36%
RICHMOND, CONGREGATIONAL CHURCH	\$ 5,000.00	\$ 5,000.00	\$ -	0.0%
ROCHESTER, FEDERATED CHURCH	\$ 5,608.75	\$ 5,123.00	\$ 485.75	9.48%
RUTLAND, GRACE CONGREGATIONAL CHURCH	\$ 28,605.00	\$ 27,355.25	\$ 1,249.75	4.57%
SHARON, FIRST CONGREGATIONAL	\$ 700.00	\$ 700.00	\$ -	0.0%
SHOREHAM, FIRST CONGREGATIONAL	\$ -	\$ 100.00	\$ (100.00)	-100.0%
SOUTH HERO, CONGREGATIONAL	\$ 4,000.00	\$ 6,500.00	\$ (2,500.00)	-38.46%
SPRINGFIELD, FIRST CONGREGATIONAL	\$ 7,800.00	\$ 11,120.00	\$ (3,320.00)	-29.86%
ST. JOHNSBURY, NORTH CONGREGATIONAL	\$ -	\$ 1,557.30	\$ (1,557.30)	-100.0%
ST. JOHNSBURY, UNITED COMMUNITY CHURCH	\$ 2,248.10	\$ 234.24	\$ 2,013.86	859.74%
TD WEALTH MANAGEMENT	\$ 765.76	\$ 772.03	\$ (6.27)	-0.81%
THETFORD, FIRST CONGREGATIONAL	\$ 5,250.00	\$ 4,000.00	\$ 1,250.00	31.25%
THETFORD, UNITED CHURCH	\$ 708.20	\$ 1,960.72	\$ (1,252.52)	-63.88%
UNDERHILL, UNITED CHURCH	\$ 6,976.32	\$ 6,673.68	\$ 302.64	4.54%
VERGENNES, CONGREGATIONAL CHURCH	\$ 3,849.70	\$ 3,333.30	\$ 516.40	15.49%
WAITSFIELD, UNITED CHURCH OF CHRIST	\$ 2,400.00	\$ 2,400.00	\$ -	0.0%
WARREN, UNITED CHURCH OF CHRIST	\$ 6,000.00	\$ 6,000.00	\$ -	0.0%
WATERBURY, CONGREGATIONAL	\$ 14,114.52	\$ 14,252.36	\$ (137.84)	-0.97%
WATERVILLE, UNION CHURCH	\$ 2,544.00	\$ 2,189.80	\$ 354.20	16.18%
WELLS RIVER, CONGREGATIONAL	\$ 1,010.00	\$ 1,066.00	\$ (56.00)	-5.25%
WEST DOVER, CONGREGATIONAL	\$ 3,000.00	\$ 3,100.00	\$ (100.00)	-3.23%
WEST NEWBURY, CONGREGATIONAL	\$ 1,600.00	\$ 1,600.00	\$ -	0.0%
WEST RUTLAND, UNITED CHURCH	\$ 50.00	\$ -	\$ 50.00	100.0%
WESTMINSTER WEST, CONGREGATIONAL CHURCH	\$ 2,200.00	\$ 2,100.00	\$ 100.00	4.76%
WESTMORE COMMUNITY CHURCH	\$ 750.00	\$ 750.00	\$ -	0.0%
WEYBRIDGE, CONGREGATIONAL	\$ 6,000.00	\$ 6,000.00	\$ -	0.0%
WILLIAMSTOWN, UNITED FEDERATED	\$ 1,291.00	\$ 1,155.00	\$ 136.00	11.78%
WILLISTON, FEDERATED	\$ 2,999.00	\$ 2,471.00	\$ 528.00	21.37%
WINDSOR, THE OLD SOUTH CHURCH	\$ 700.00	\$ 700.00	\$ -	0.0%
TOTAL	\$ 373,384.83	\$ 367,142.57	\$ 6,242.26	1.7%

Vermont Conference, United Church of Christ
5 for 5 Churches
2017

<i>NAME</i>	<i>OCWM</i>	<i>OGHS</i>	<i>NIN</i>	<i>CF</i>	<i>STC</i>
BENNINGTON, SECOND CONGREGATIONAL UCC	\$ 10,833	\$ 2,886	\$ 1,812	\$ 300	\$ 100
BRATTLEBORO, FIRST CONGREGATIONAL CHURCH	\$ 2,733	\$ 341	\$ 210	\$ 526	\$ 280
CHARLOTTE, CONGREGATIONAL CHURCH	\$ 9,000	\$ 1,538	\$ 902	\$ 565	\$ 569
COLCHESTER, MALLETTS BAY	\$ 500	\$ 50	\$ 50	\$ 115	\$ 50
CORNWALL, FIRST CONGREGATIONAL	\$ 1,000	\$ 387	\$ 288	\$ 131	\$ 474
DANVILLE, CONGREGATIONAL	\$ 7,300	\$ 445	\$ 341	\$ 393	\$ 288
ESSEX JUNCTION, FIRST CONGREGATIONAL	\$ 11,000	\$ 1,030	\$ 731	\$ 988	\$ 440
FAIR HAVEN, FIRST CONGREGATIONAL	\$ 2,247	\$ 280	\$ 215	\$ 455	\$ 309
HYDE PARK, SECOND CONGREGATIONAL CHURCH	\$ 750	\$ 319	\$ 212	\$ 262	\$ 50
JEFFERSONVILLE, SECOND CONGREGATIONAL	\$ 163	\$ 591	\$ 306	\$ 478	\$ 163
LYNDONVILLE, FIRST CONGREGATIONAL	\$ 2,000	\$ 128	\$ 147	\$ 145	\$ 111
MORRISVILLE, FIRST CONGREGATIONAL CHURCH	\$ 1,000	\$ 279	\$ 266	\$ 135	\$ 17
NORTHFIELD, UNITED CHURCH	\$ 1,533	\$ 150	\$ 161	\$ 239	\$ 48
RANDOLPH CENTER, FIRST CONGREGATIONAL	\$ 1,000	\$ 32	\$ 49	\$ 50	\$ 39
RANDOLPH BETHANY	\$ 18,250	\$ 3,358	\$ 3,134	\$ 1,233	\$ 100
RICHMOND, CONGREGATIONAL CHURCH	\$ 5,000	\$ 770	\$ 285	\$ 926	\$ 178
RUTLAND, GRACE CONGREGATIONAL CHURCH	\$ 28,605	\$ 2,506	\$ 1,527	\$ 2,645	\$ 714
SHARON, FIRST CONGREGATIONAL	\$ 700	\$ 55	\$ 48	\$ 30	\$ 78
SOUTH HERO, CONGREGATIONAL	\$ 4,000	\$ 2,036	\$ 905	\$ 1,792	\$ 372
SPRINGFIELD, FIRST CONGREGATIONAL	\$ 7,800	\$ 176	\$ 62	\$ 104	\$ 153
ST. JOHNSBURY, UNITED COMMUNITY CHURCH	\$ 2,248	\$ 541	\$ 382	\$ 1,245	\$ 147
WAITSFIELD, UNITED CHURCH OF CHRIST	\$ 2,400	\$ 287	\$ 314	\$ 353	\$ 108
WELLS RIVER, CONGREGATIONAL	\$ 1,010	\$ 225	\$ 140	\$ 147	\$ 155
WEST DOVER, CONGREGATIONAL	\$ 3,000	\$ 269	\$ 225	\$ 200	\$ 161
WEYBRIDGE, CONGREGATIONAL	\$ 6,000	\$ 717	\$ 557	\$ 593	\$ 318
OGHS = One Great Hour of Sharing					
NIN = Neighbors in Need					
CF = Christmas Fund					
STC = Strengthen the Church					

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%.”

At the Board of Directors meeting of March 7, 2015, the Board affirmed the trailing formula concept while modifying the multiplier. Beginning in 2016 (and reflected in the 2016 budget) the draw was adjusted to 4.75% of the average ending total value of the fund for the past four trailing years.

After a 2015 in which the Conference ended in the black, at the March 5, 2016 Board of Directors Meeting it was decided to rescind the increase in draw, and revert the 2016 draw to the historical percentage of 4.25%. A draw of 4.25% was approved for 2017 and 2018; the accompanying budget so reflects on income line 3405.

Vermont Conference U.C.C.

December 31, 2017 and 2016

Index

Exhibit

Independent Auditor's Report

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Michael Julow
Certified Public Accountant

Independent Auditor's Report

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

Report on the Financial Statements

I have audited the accompanying financial statements of Vermont Conference of the United Church of Christ (a nonprofit organization), which comprise the statements of financial position as of December 31, 2017 and 2016, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audits. I conducted my audits in accordance with 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 involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, I express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

44 Park Street, Essex Junction, VT 05452
Telephone (802) 878-2218 Fax (802) 878-6520
Email mjulow@myfairpoint.net

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, 2017 and 2016, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Supplementary Information

My audits were conducted for the purpose of forming an opinion on the financial statements 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 financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In my opinion, the information is fairly stated in all material respects in relation to the basic financial statements taken as a whole.



June 30, 2018

License Number 92-0000148

Vermont Conference U.C.C.
Statements of Financial Position
December 31, 2017 & 2016

Exhibit A

Assets

	<u>12/31/17</u>	<u>12/31/16</u>
Current Assets		
Cash - Checking & Savings	\$ 194,224	\$ 254,825
Remittances receivable (see Note 1)	111,658	85,663
Prepaid expenses	<u>14,383</u>	<u>16,378</u>
Total Current Assets	<u>320,265</u>	<u>356,866</u>
Investments, at fair value		
Unrestricted account	1,156,236	1,040,556
Loan to Conference Minister	4,915	6,996
Restricted accounts		
Outdoor Ministries	44,629	38,934
Make A Difference	204,352	178,402
Endowment	<u>685,067</u>	<u>667,112</u>
Total Investments	<u>2,095,199</u>	<u>1,932,000</u>
Land, Office Building & Equipment, at cost	521,613	521,613
Accumulated depreciation	<u>(125,186)</u>	<u>(113,336)</u>
	<u>396,427</u>	<u>408,277</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>\$2,844,178</u>	<u>\$2,729,430</u>

Liabilities and Net Assets

Current Liabilities		
Income held for churches	\$ 13,435	\$ 12,918
Accounts payable	<u>82,002</u>	<u>65,051</u>
Total Current Liabilities	<u>95,437</u>	<u>77,969</u>
Net Assets		
Unrestricted	1,548,511	1,469,905
Temporarily restricted	515,163	514,444
Permanently restricted	<u>685,067</u>	<u>667,112</u>
Total Net Assets	<u>2,748,741</u>	<u>2,651,461</u>
Total Liabilities and Net Assets	<u>\$2,844,178</u>	<u>\$2,729,430</u>

See accompanying notes to financial statements.

Vermont Conference U.C.C.
 Statements of Activities
 Years Ended December 31, 2017 & 2016

Exhibit B

Unrestricted Net Assets

	<u>12/31/17</u>	<u>12/31/16</u>
Revenues		
Contributions and bequests:		
Churches - Basic Support	\$ 373,385	\$ 367,143
Individuals	23,693	23,420
Per capita dues	125,375	141,750
Church and Ministry	4,816	10,321
Christian Education	-	1,627
Stewardship	210	1,117
Other revenue	52,970	70,374
Investment earnings	15,288	14,582
Investment gains (losses)	<u>128,207</u>	<u>40,148</u>
 Subtotal	 723,944	 670,482
 Net assets released from restrictions (from Special Purpose accounts)	 <u>180,917</u>	 <u>140,263</u>
 Total unrestricted revenues	 <u>904,861</u>	 <u>810,745</u>
 Expenses		
Basic Support to National (unallocated payments to affiliated organization)	135,003	110,143
Supporting services	284,245	303,260
Program expenses:		
Ordained Ministers' Compensation & Expenses	202,479	193,508
Special Giving	118,730	105,721
Mission	58,898	38,901
Church and Ministry	8,716	12,176
Christian Education	9,355	5,955
Depreciation on building	<u>8,830</u>	<u>8,830</u>
 Total expenses	 <u>826,256</u>	 <u>778,494</u>
 Increase in unrestricted net assets	 <u>\$ 78,605</u>	 <u>\$ 32,251</u>

See accompanying notes to financial statements.

Statements of Activities (continued)

Exhibit B

Temporarily Restricted Net Assets

	<u>12/31/17</u>	<u>12/31/16</u>
Revenues		
Contributions	\$ 149,990	\$ 248,419
Investment earnings	2,903	2,854
Investment gains (losses)	28,742	8,654
Distribution from investments	<u>-</u>	<u>(3,949)</u>
Total revenues	181,635	255,978
Net assets released from restrictions	<u>(180,917)</u>	<u>(140,263)</u>
Increase in temporarily restricted net assets	<u>\$ 718</u>	<u>\$ 115,715</u>

Permanently Restricted Net Assets

Revenues		
Investment earnings	\$ 11,542	\$ 12,257
Investment gains (losses)	<u>26,008</u>	<u>1,801</u>
Total revenues	37,550	14,058
Required distributions of earnings	<u>(19,593)</u>	<u>(13,071)</u>
Increase in permanently restricted assets	<u>\$ 17,957</u>	<u>\$ 987</u>
Increase in Net Assets	97,280	148,953
Net Assets - beginning of year	<u>2,651,461</u>	<u>2,502,508</u>
Net Assets - end of year	<u>\$2,748,741</u>	<u>\$2,651,461</u>

See accompanying notes to financial statements.

Vermont Conference U.C.C.
 Statements of Cash Flows
 Years Ended December 31, 2017 & 2016

Exhibit C

	<u>12/31/17</u>	<u>12/31/16</u>
Operating activities		
Change in net assets	\$ 97,280	\$ 148,953
Adjustments to reconcile net assets to net cash provided by operating activities:		
Depreciation - building	8,830	8,830
Depreciation - equipment	3,020	3,020
Investment (gains) losses	(156,949)	(48,802)
(Increase) Decrease in receivables and prepaid expenses	(24,000)	(24,669)
(Increase) Decrease in accrued interest receivable	-	553
Increase (Decrease) in payables	17,468	53,884
(Increase) Decrease in permanently restricted net assets	<u>(17,957)</u>	<u>(987)</u>
Net cash flows to operating activities	<u>(72,308)</u>	<u>140,782</u>
Investing activities		
Decrease in Conference Minister loan balance	2,081	2,231
Net transfers from investments in excess of interest & dividends earned by investments	50,099	40,636
Transfer to investment account	<u>(40,473)</u>	<u>-</u>
Net cash provided by investing activities	<u>11,707</u>	<u>42,867</u>
Net increase (decrease) in cash	(60,601)	183,649
Cash - beginning of year	<u>254,825</u>	<u>71,176</u>
Cash - end of year	<u>\$ 194,224</u>	<u>\$ 254,825</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

The Vermont Conference is the regional denominational office for the United Church of Christ (UCC) churches in Vermont.

Cash and Cash Equivalents

For purposes of the statement of cash flows, all highly liquid investments available for current use with an initial maturity of three months or less are considered to be cash equivalents. Cash and cash equivalents held by investment accounts are not included.

Investments

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

Promises to Give / Remittances Receivable

Contributions are recognized when received or when the donor makes a promise to give to the Vermont Conference that is, in substance, unconditional. During the years ended December 31, 2017 and 2016, no such promises were made; however, the Conference's policy has been to notify all member churches that contributions intended to be for the current year must be received no later than a specific date in January of the subsequent year, January 20, 2018 for the year ended December 31, 2017 and January 13, 2017 for the year ended December 31, 2016. Remittances received by those dates have been recorded as receivables and contributions in the years ended December 31, 2017 and 2016, respectively.

Property and Equipment

The Vermont Conference U.C.C. capitalizes property and equipment over \$1,000 while lesser amounts are expensed. Purchased property and equipment is capitalized at cost. Donations of property and equipment are recorded as contributions at their estimated fair value. Such donations are reported as unrestricted contributions unless the donor has restricted the donated asset to a specific purpose. Depreciation of buildings and equipment is calculated using the straight-line method over the estimated useful lives of the assets.

Contributed Materials

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

Contributed Services

No amounts have been reflected in the financial statements for donated services. The Vermont Conference generally pays for services requiring specific expertise. However, many individuals volunteer their time and perform a variety of tasks that assist the Conference, but these services do not meet the criteria for recognition as contributed services.

Contributions

Contributions received are recorded as unrestricted, temporarily restricted or permanently restricted support depending on the existence and/or nature of any donor restrictions. All contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Temporarily restricted net assets are reclassified as unrestricted net assets upon satisfaction of the time or purpose restrictions, and reported in the Statements of Activities as net assets released from restrictions.

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 is not required to file Internal Revenue Service Form 990.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Note 2 – Related Party Loan

In 2008, the Conference provided a \$15,000 loan to the Conference Minister for assistance with housing. Interest was to accrue at the rate of 5% per annum and was due along with the full principal balance on May 30, 2018.

In 2013, \$4,000 of the loan was forgiven due to housing related difficulties; and new terms were agreed to. Interest now accrues at the rate of 2% annually, and periodic principal and interest payments will be made until the maturity date of May 30, 2022, at which time all accrued interest and principal will be due and payable. In addition, all accrued interest and principal will be due and payable within 60 days of the cessation of employment by the Vermont Conference.

The loan is unsecured.

Note 3 – Other Assets and Related Contingent Liability

Covenant Hills

In 1989, Vermont Conference U.C.C. and the New England 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 New England Conference. In the event the New England 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 terminate the covenant, the New England 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 – Investments / Fair Value Measurements

The fair value measurements and levels within the fair value hierarchy of those measurements for the assets reported at fair value on a recurring basis at December 31, 2017 & 2016 are as follows:

	<u>12/31/17</u>	<u>12/31/16</u>
Money Market Funds	\$ 37,228	\$ 69,604
Bonds and Bond Funds	897,803	867,074
Stocks and Stock Funds	1,140,253	973,326
Notes Receivable	<u>19,915</u>	<u>21,996</u>
Total	<u>\$2,095,199</u>	<u>\$1,932,000</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 (Level 3).

The following schedule summarizes the investment return in the statements of activities for the years ended December 31, 2017 and 2016:

December 31, 2017	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Dividends and interest	\$ 15,288	\$ 2,903	\$ 11,542	\$ 29,733
Investment gains (losses)	<u>128,207</u>	<u>28,742</u>	<u>26,006</u>	<u>182,955</u>
Total investment return	<u>\$ 143,495</u>	<u>\$ 31,645</u>	<u>\$ 37,548</u>	<u>\$ 212,688</u>
Total return as a percentage of fair value, adjusted for withdrawals during the year				<u>10.4%</u>

The investment return is net of investment fees of \$17,864.

December 31, 2016	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Dividends and interest	\$ 14,582	\$ 2,854	\$ 12,557	\$ 29,993
Investment gains	<u>40,148</u>	<u>8,654</u>	<u>1,801</u>	<u>50,603</u>
Total investment return	<u>\$ 54,730</u>	<u>\$ 11,508</u>	<u>\$ 14,358</u>	<u>\$ 80,596</u>
Total return as a percentage of fair value, adjusted for withdrawals during the year				<u>4.3%</u>

The investment return is net of investment fees of \$16,981.

Note 5 – 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, 2017 and 2016.

	<u>12/31/17</u>	<u>12/31/16</u>
Wihakowi Fund	\$ 44,629	\$ 38,934
Vermont Make A Difference	204,352	178,402
Covenant Hill Fund	25,000	25,000
Community Loan Fund	7,287	7,287
Various contributions restricted for special purposes	<u>233,895</u>	<u>264,821</u>
Total	<u>\$ 515,163</u>	<u>\$ 514,444</u>

Note 6 – Permanently Restricted Net Assets / Endowment Funds

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. Investment gains remain permanently restricted net assets and are not reclassified as temporarily restricted or unrestricted. The Vermont Conference's policy has been to subject endowment funds to low investment risk and to invest a substantial portion in bonds, bond funds and money market accounts that produce income. A summary of the endowments follows:

	<u>12/31/17</u>	<u>12/31/16</u>
Funds for benefit of churches – Exhibit F	\$ 205,378	\$ 212,378
Memorial funds – Exhibit G	142,374	142,374
Increase in investment values	<u>7,536</u>	<u>6,120</u>
Subtotal of Other Restricted Gifts - Exhibit K	355,288	360,872
Fairbanks Board For The Relief of Ministers – Exhibit K	40,157	37,310
Atkinson Memorial Fund – Exhibit K	177,776	165,447
Congregational Women's Home Mission – Exhibit K	27,838	25,843
Vermont Branch Women's Board of Mission – Exhibit K	32,463	30,193
Fairbanks Education Board – Exhibit K	31,855	29,574
Powell Memorial – Exhibit K	<u>15,868</u>	<u>14,051</u>
Subtotal excluding Special savings accounts below	<u>681,245</u>	<u>663,290</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>\$ 685,067</u>	<u>\$ 667,112</u>

Note 7 – 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, 2017 and 2016 were \$29,778 and \$30,848, respectively.

Note 8 – Evaluation of Subsequent Events

The Conference has evaluated subsequent events through July 5, 2018, 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, 2017

Exhibit E

	<u>General</u>	<u>Special</u>	<u>Total</u>
Support and Revenues			
Basic support from churches	\$ 373,385		\$ 373,385
Friends of the Vermont Conference	23,693		23,693
Per capita dues	125,375		125,375
Church and Ministry	4,816		4,816
Christian Education	-		-
Stewardship	210		210
Other support and revenue	52,970		52,970
Special Purpose revenues		149,990	149,990
	<u>580,449</u>	<u>149,990</u>	<u>730,439</u>
Total Support and Revenues			
Expenditures and Transfers			
Basic Support to National	135,003		135,003
Department of Church & Ministry	5,641	3,076	8,717
Department of Mission	9,910	48,988	58,898
Department of Christian Education	1,125	8,230	9,355
Department of Stewardship	15,230	101	15,331
Compensation of Staff	320,328		320,328
Staff Travel and Expenses	18,903		18,903
Office Operations	59,976	1,792	61,768
Conference Board and Annual Meeting	70,393		70,393
Special Support	-	118,730	118,730
	<u>636,509</u>	<u>180,917</u>	<u>817,426</u>
Total Expenditures			
Surplus (Deficit) Before transfers and investment activities	(56,060)	(30,927)	(86,987)
Scheduled transfers from investments to checking	45,502	-	45,502
Additional transfers from investments to checking	22,287	-	22,287
	<u>11,729</u>	<u>(30,927)</u>	<u>(19,198)</u>
Surplus after transfers between investments and checking			
<u>Reconciliation to Exhibit B</u>			
Surplus (Deficit) - see above	\$ 11,729	\$ (30,927)	\$ (19,198)
Investment earnings & gains	143,495	31,645	175,140
Net transfers between investments and checking	(67,789)	-	(67,789)
Depreciation on building	(8,830)	-	(8,830)
	<u>\$ 78,605</u>	<u>\$ 718</u>	<u>\$ 79,323</u>
Surplus under generally accepted accounting principles			

Vermont Conference U.C.C.
Funds for Benefit of Churches
December 31, 2017

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	-
A.W. Waters Fund	-
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
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	
Raney Memorial (for Basic Support)	500
Westminster West	
Elvira M. Gorham Endowment Fund	543
Weybridge	
Samuel Horace Barnum	700
Williamstown	
Adelia W. Hill Martin (for Basic Support)	56
Windham	
John B. Adams	100
Hattie P. Jones Memorial Fund	500
Waterman-Bemis Memorial	<u>500</u>
Total Funds For Benefit of Churches	<u>\$ 205,378</u>

Vermont Conference U.C.C.
 Memorial Funds
 December 31, 2017

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 Memorial	800
Milton Pinsker Memorial	1,431
Phelps Endowment Memorial (West Townshend)	782
Philip T.H. Pierson Memorial	2,250
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>
	<u>\$ 142,374</u>

Vermont Conference U.C.C.
Unrestricted Account
December 31, 2017

Exhibit H

Schedule of Investments

	<u>Market Value</u>	<u>Cost</u>
Money Market Account	\$ 5,021	\$ 5,021
Equities	773,895	394,412
Fixed Income	362,320	398,341
Commercial Installment Note	<u>15,000</u>	<u>15,000</u>
Balance 12/31/17	<u>\$1,156,236</u>	<u>\$ 812,774</u>

Schedule of Investment Activity

Balance 12/31/16	\$1,040,556
Investment income	14,789
Realized Gain	11,505
Unrealized Gain	116,702
Payment from checking to investment account	40,473
Payments to checking from investment account	<u>(67,789)</u>
Balance 12/31/17	<u>\$1,156,236</u>
Investment rate of return for the year	<u>14.2%</u>

Vermont Conference U.C.C.
 Outdoor Ministries
 December 31, 2017

Exhibit I

Schedule of Investments

	<u>Market Value</u>	<u>Cost</u>
Money market	\$ 2,515	\$ 2,515
Equities	30,884	15,740
Fixed Income	<u>11,230</u>	<u>12,482</u>
Balance 12/31/17	<u>\$ 44,629</u>	<u>\$ 30,737</u>

Schedule of Investment Activity

Balance 12/31/16	\$ 38,934
Investment income	527
Realized Gain	-
Unrealized Gain	5,168
Support to Covenant Hills	<u>-</u>
Balance 12/31/17	<u>\$ 44,629</u>
Investment rate of return for the year	<u>14.6%</u>

Vermont Conference U.C.C.
Make A Difference
December 31, 2017

Exhibit J

Schedule of Investments

	<u>Value</u>	<u>Cost</u>
Money Market Account	\$ 14,239	\$ 14,239
Equities	140,704	71,709
Fixed Income	<u>49,409</u>	<u>55,016</u>
Balance 12/31/17	<u>\$ 204,352</u>	<u>\$ 140,964</u>

Schedule of Investment Activity

Balance 12/31/16	\$ 178,402
Investment income	2,376
Realized Gain	-
Unrealized Gain	23,574
Distributions	<u>-</u>
Balance 12/31/17	<u>\$ 204,352</u>
Investment rate of return for the year	<u>14.5%</u>

