

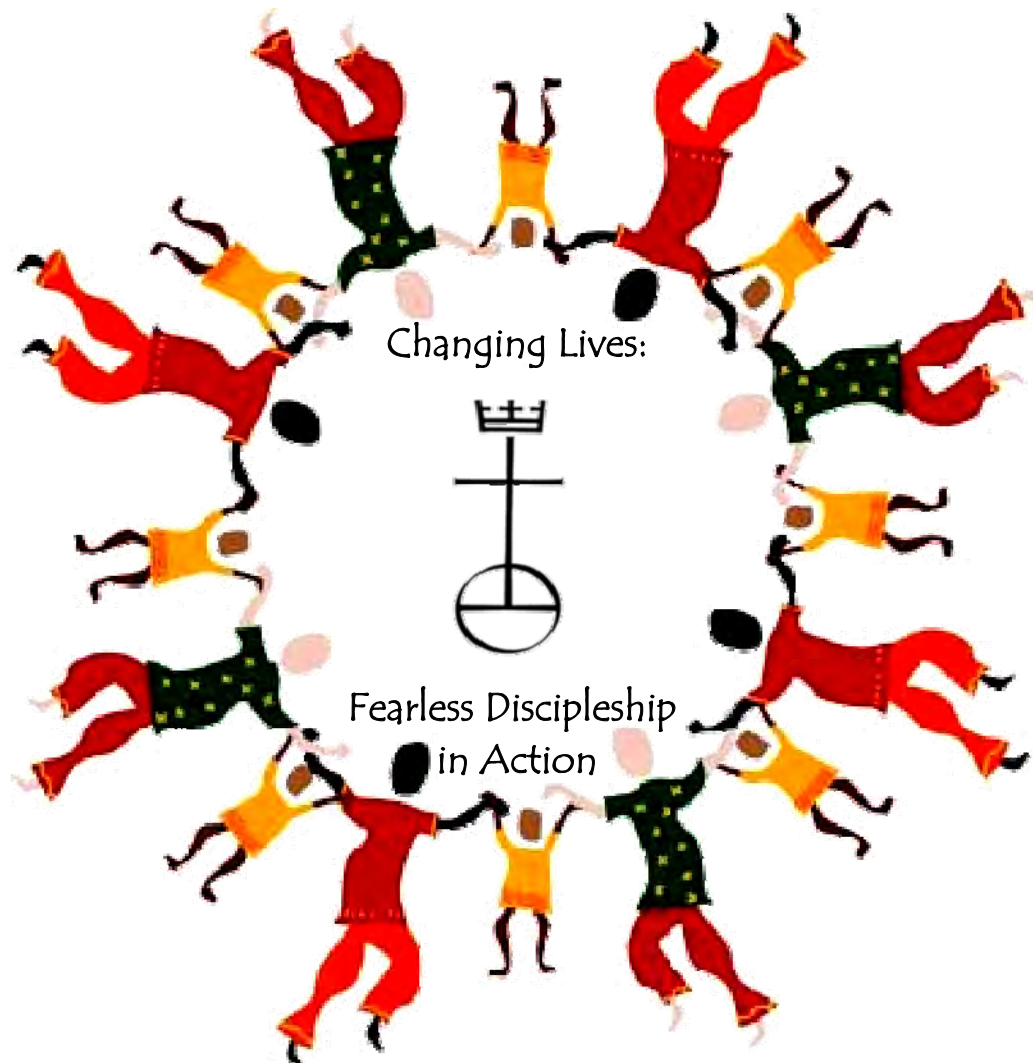


VERMONT CONFERENCE of the United Church of Christ

2009-2010 Annual Yearbook

of

Department and Committee Reports, Statistical and Financial Reports
Minutes of the 214th Annual Meeting



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

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This Yearbook is also available on the website

www.vtcucc.org/yearbook.html

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of the
United Church of Christ**

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2008-2009 Annual Reports

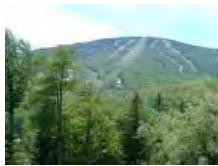
Conference Minister's Report

Rev. Lynn Bujnak

The United Church of Christ recognizes that God calls the whole Church and every member to participate in and extend the ministry of Jesus Christ by witnessing to the Gospel in church and society.

(UCC Constitution and Bylaws)

Perhaps I should have begun my report with Rogers and Hammerstein instead of  the Constitution and Bylaws! *Getting to know you, getting to know all about you!* This is certainly what I have been attempting to do for the past ten months. I am becoming more familiar with the **geography** of Vermont:



The **churches** of the Vermont Conference UCC:



And the **people** of our conference:



I have been amazed by the ways I see our VTCUCC pastors, people and congregations "witnessing to the gospel in church and society." Whether through alive and vital worship, alternative worship offerings for seekers or those not able to attend on Sunday, feeding hungry children through the Summer Lunch Program and food shelves, working for justice by studying and making a public witness to protest the use of torture, rebuilding homes in the aftermath of Hurricane Katrina, making concrete *no matter who you are or where you are on life's journey you're welcome here* and in ways too numerous to name your witness is shining brightly!

Our conference witness has been strong as well. We continue to provide resources and consultation to the roughly one third of our churches searching for new pastoral leadership. The Departments of our conference are providing key leadership in the areas of: mission, stewardship, church and ministry and Christian education. Our three committees that relate to the credentialing, nurture and support of clergy are finding ways to be more actively engaged with more clergy. Further, these committees are planning training events for mentors for: persons in discernment about a call to ministry, new pastors and licensed pastors.

What do I see as I look to our future? I see us strengthening our focus on equipping and nurturing leaders, both clergy and lay. I see a renewed commitment to actively involving our youth and young adults in ministry at the conference level and beyond. I see us continuing to commit time, resources and energy to issues of justice and sustainability while widening our understanding to include more parts of the world.

To be honest, I also see us struggling with deep challenges: finances, the ability of our churches to sustain full-time ministry, the need for more and better trained licensed pastors, making our connections a priority when it is so much easier to go it alone. We are now the Church in radically different times than those most of us grew up knowing and it is an act of courage to let go of the familiar, even risk failure and try new directions. So, perhaps most of all, we need to be deeply committed to prayer for and with one another and prayerfully seeking God's desire and direction for our common life and ministry.

Thank you for your warm welcome! I am both deeply thrilled and more than a bit awed to have the privilege of serving with you as your conference minister. May God continue to bless, challenge and guide us in our witness and life together.

Lynn

Associate Conference Minister's Report

Rev. Pamela Lucas

What a delight it has been to welcome Lynn Bujnak to the life and work of the Vermont Conference United Church of Christ. We are resting once again in something that feels "settled".

This past year has seen the goings and comings of pastors. And the largest number of first time pastors we've seen in a long time. There are EIGHT! They are gifted, talented, and we are blessed to have them in our midst. And we are fortunate to have been invited by the Massachusetts Conference to enlarge their Lilly Foundation Grant learnings. One of those learnings is how to avoid the 50% burnout rate of first time pastors. The answer has been three year covenanted communities of first time pastors and a trained facilitator. One such group in Vermont is almost a year old and the second group begins shortly.

In these challenging economic and changing demographic times, some of our churches are facing unwillingly into the reality that they may need to reduce pastoral time. These are painful conversations, but sometimes new and exciting possibilities are emerging.

Youth groups are coming together to join in youth planned worship. Pastors are being shared by two or more congregations. Congregations are worshiping together in alternating sanctuaries. Winter worship in non-sanctuary space to save heat has invited an intimacy and creativity that has been warmly received. Mission trips and book and bible studies opened up to other churches and the community. Monday School instead of Sunday School. Collaboration...Cooperation...

What has been most healthy is that the challenges have sent people back to the beginning – a spiritual awakening of sorts.

Why are we here?
To whom do we belong?
What are we supposed to be doing?

Churches celebrating what they have rather than mourning what they don't have.
Churches discovering and building on their still strong strengths rather than wasting time complaining about where they see weakness.

It has taken prayer – discernment – re-focusing on the essentials – letting go of the unnecessary – reclaiming an identity as the people of God – and claiming what that means in the places where we are planted.

I love the promises scattered through the first seven chapters of 2 Chronicles – which boil down (or sugar down, after all this is Vermont!) to something like this:

Our God says to us: Take heart! Don't be anxious or discouraged. I am with you. I will not walk off and leave you in the lurch. I will give you uncluttered and focused hearts so that you may live by my direction and counsel as you brighten this corner of God's Kingdom where you live. I will be at your side until all you have been called to do is completed." Amen and Amen.

Treasurer's Report

David K. Damkot

The financial newscasters tell us it has been a difficult year in the financial markets and the economy is in some difficulty. My own finances suggest they are right. It has been no different for the VT Conference, our churches, and our congregants. Nevertheless, it is good news that Conference income has held quite steady; indeed, donations from churches are up slightly. Thank you. Further, the belt tightening over the last few years and the careful control of costs by all involved has been solid.

Thank you to the churches who have responded to Vermont Conference needs and support with regular Basic Support to Our Church's Wider Mission and regular payments to per capita billing. You sent to the Vermont Conference \$499,382 for Our Church's Wider Mission, \$145,434 towards per capita, and \$13,708 to Vermont Gifts. Vermont Gifts income was projected to grow faster by the Finance Committee, but it has been difficult. Perhaps such gifts from individuals and groups will increase.

The invested funds have been hit hard by the drop in financial markets. The investment committee has reviewed the investments results for 2008 and the fees charged by our money managers, TD Wealth Management, and concluded to continue using their service. Compared to other managers they provide substantial support to the VT Conference for the fees charged. Their investment results are in line with those of other similar funds handled by other managers. It is unfortunate our unrestricted funds have dropped to \$935,692.

The financial books are being kept in good order according to my lay audit every six weeks or so. I have found the recordkeeping on deposits and bills-paid is sound and consistent. Initials on bills show cross-checks are in place and more than one person is looking at and handling invoices and bills.

Elsewhere in this annual report you may read about our finances from the Stewardship Department, the Investment Committee, and the Finance Committee. The Board of Directors will recommend revisions to the 2009 budget and the 2010 projections for your vote.

Board of Director's Report

Rona Kinsley, Chair

In August, we said good-bye to Interim Conference Minister, Rev. Carole Carlson, who had so ably guided us through the time between Rev. Susan Henderson's resignation, as Interim Conference Minister, and the arrival of Rev. Dr. Lynn Bujnak, whom we joyfully called to be our new Conference Minister at last year's Annual Meeting. Both Carole and Lynn have blessed us with their ministries, over the past year, and we are grateful that Carole remains among us as an active member of the Vermont Conference. Lynn has hit the deck running, and, among her many other activities, she has begun the process of helping the Board to define its mission and purpose, set priorities, and dream dreams for the future.

We are also very grateful for the ministries of Associate Conference Minister/Director of VAST, Rev. Pam Lucas, Business Manager/Stewardship Associate, Jim Thomas, and Administrative Assistant/Placement Secretary, Lynn Thomas, who have continued to do more than seems humanly possible in their respective roles. In January, we added Sybil McShane to the Conference office, as the Associate in Communications Technology, with responsibility for E-KIT and the Resource Center. Sybil comes to us after retiring as Vermont State Librarian, and has quickly become a valued member of the staff.

This has been a year of major change in the structure of the Board of Directors. Following the approval of the new Constitution and Bylaws, at last year's Annual Meeting, we made the switch from a twenty-five member Board to a twelve member Board, with a mostly new cast of characters. The Nominating Committee worked with the Associations to present a slate of Board nominees, one from each Association area that balanced lay and clergy, male and female, old hands and newcomers. Along with the Conference Officers: Moderator, Stan Amadon, Vice-Moderator, Susie Webster-Toleno, Treasurer, David Damkot; and the Past Chair, Rona Kinsley (continuing to serve as Chair through the Annual Meeting); the Board now includes Malcolm Chase, from the Addison Association area, Rev. Debbie Ingram, from the Champlain Association area, Rev. Wayne Olson, from the Grafton-Orange Association area, Rev. Doug Carter, from the Northeast Association area, David Durfee, from the Southwest Association area, Rev. Amy Pitton, from the Washington Association area, Rev. Laurie

Krooss, from the Windham-Union Association area, and Amanda Swoyer, from the Windsor-Orange Association area. The primary commitment of each of the eight members from Association areas is as a Board member who maintains communication with the Associations, rather than as an Association representative.

Board members are also asked to serve on the Council of each of the four Departments, maintaining mutual communication and accountability between Departments and Board. We are grateful for the dedication of Malcolm Chase, serving with the Department of Church and Ministry, Rev. Wayne Olson, serving with the Department of Christian Education, Rev. Laurie Krooss, serving with the Department of Mission, and Rev. Doug Carter, serving with the Department of Stewardship. Thanks to their efforts, and the efforts of the Department Chairs, we are already experiencing a greater sense of connection between the Board and the Departments.

As you will see from the Financial Reports, the Vermont Conference has continued to live within its budget, although this has become an increasingly difficult challenge with the dramatic downturn in the economy. At our March meeting, Treasurer David Damkot presented the Finance Committee's report that, with losses to the Unrestricted Fund due to the crisis in the markets, we would not be able to end this year with a balanced budget. The Finance Committee recommended that we change the division of OCWM funds, currently 45% to the National setting and 55% to the Conference, to 40% to National and 60% to the Conference. This would move Vermont from being third highest among the Conferences in the percentage it sends to National, to fourth highest. The Board agreed to recommend this division to the Annual Meeting, both for the revised 2009 budget and the recommended 2010 budget.

In July, we made the difficult decision to sell the Atkinson Retreat Center (ARC). The ARC Board worked valiantly to make the Retreat a going concern, but it continued to lose money and to be a drain on shrinking Conference resources. Conference staff crafted a moving Closing Worship, held at the ARC on August 31, where many spoke of what the Retreat had meant to them in years past. The proceeds from the sale, now completed, will be added to the Atkinson Investment Account, with the Vermont Conference receiving a third of the income from that account.

Other activities of the Board, over the past year, have included approving "Requirements and Procedures for Resolutions Adopted by and in the Name of the Vermont Conference, United Church of Christ," which clarifies the procedure for bringing resolutions to the Annual Meeting, approving motions recommended by the Conference Ministerial Standing and Standards Committee with regard to "Guidelines for a Conference Minister Fitness Review," and beginning of process of reviewing and making recommendations for the use of the Sheldon Trust income, designated for retired Vermont Conference clergy in need.

It has been an interesting and exciting time to chair the Board, but I'm ready to pass the gavel and retire to being the "Past Chair" guru. I would like to end by expressing my gratitude for the hard work done by the "old" Board and Executive Committee to help bring about what we hope will be a more active and responsive governance structure for the Vermont Conference, and to the "new" Board, who have been working hard to live into the new structure and to bring a sense of excitement and possibility to doing things in a new way.

Make a Difference Grant Committee

Jack Bixby, Chair

A Committee of the Board of Directors, the Make a Difference Grant Committee considers and approves small grants from Make a Difference Fund income to local churches for a wide variety of ministries. This past year, two grants were made, one to the United Church of Chelsea and one to Grace Church, Rutland. Another request is in the approval process. While funds are limited, churches are encouraged to make requests for projects that will “make a difference” in their communities.

Church Growth and Evangelism

Rev. Constance Moser, Chair



Under the steady leadership of Connie Moser, our focus this year was largely on helping ourselves and the member churches of the Vermont Conference to figure out what “Church Growth” really means.

In a time when the size of our congregations is often stagnant and sometimes shrinking, it’s easy to fixate on how to fill the pews, the collection plate, and the various committee assignments necessary for any church to function as an instrument of God’s presence in the world. Yet this definition of ‘church growth’ often seems to create frustration, misdirected effort, and even a sense of despair – among present worshippers and newcomers alike. Such despair welcomes neither the Holy Spirit nor the stranger.

So we began our work this year by inviting churches throughout Vermont to be in touch with us and tell us stories about growth in their congregations, however they chose to define it. We encouraged churches to tell us about growth in spiritual vitality as much as, if not more than, increases in the size of their Sunday worshipping crowd.

Response to this request was modest, but it did give us an idea for how to proceed with our work. As we mulled over our own definitions of church growth, we decided to hone in on examples of the Spirit at work in congregations, and to offer a workshop at Annual Meeting that will tell a handful of stories of this Spirit already at work, and will invite other stories from participants. We’re calling this workshop “Learning Where the Spoons Are.”

We hope, at this workshop and beyond, to begin a conversation about surprising events that are happening in churches around Vermont, and describing ways that other churches can grow these ideas in the context of their own congregational life. Simply put, we sense that when worship communities find new ways of welcoming people into their midst, the Holy Spirit has already begun working to nourish growth and is freed to work even further. When the stranger learns where the spoons are in the church kitchen, the Holy Spirit sets the table for a feast that can lead... who knows where?

We humbly suggest that “Spoon buttons” will be THE memento from this year’s Annual Meeting.

Ministerial Standing and Standards

Rev. Martha B. Peck, Chair

The MSSC has the responsibility of oversight for clergy, licensed and commissioned ministers in six of the eight Associations in the Vermont Conference. Our twelve member committee gathers monthly in Randolph for a daylong meeting. In 2008-2009 we established three working subcommittees to handle our workload more effectively.

The Discernment Subcommittee oversees Members in Discernment (formerly In-Care students), from initial contact with their local churches, through seminary and up to approval for ordination. We are working according to a new model of closer contact with students throughout the process.

The Transitions Subcommittee keeps track of requests for clergy transfers in and out of the Vermont Conference, assists clergy seeking Leave of Absence status and conducts the annual Information Review required of all Vermont UCC ministers.

The Licensure Subcommittee receives and reviews requests from churches seeking annual authorization for licensed ministers.

Much of the legwork is done in subcommittee, with the whole MSSC coming together to vote on changes of status or authorization. The system seems to be helping us to achieve more in the limited time we have to do our work.

On the agenda for the next six months is 1) another round of Boundary Awareness training for all Vermont Conference ministers and 2) a training event for potential mentors, discernment partners and license advisors. (Each will have a slightly different role.)

The MSSC stands ready to investigate allegations of pastoral misconduct, but we are thankful that such instances are rare. Increasingly, our work is geared towards prevention, as we seek to support those already serving in our Conference and as we try to identify and nurture candidates for ministry who are well-prepared academically and who are psychologically and spiritually fit for ministry.

We appreciate the support given our committee from Lynn Thomas in the Conference office (keeping track of reams of paper!), the institutional memory and organizational brilliance of Pam Lucas, and the sensitivity and deep knowledge of ministry issues brought to us by Lynn Bujnak. As I step down in June, at the end of a long term of service on the MSSC, I am grateful for the friendship, good humor, wisdom and faithfulness of each member of the committee: Cordie Merritt, Jeremy Schrauf, Susan Tarolli, Nancy McHugh, Cindy Cyr, Rufus Cushman, Peter Plagge, Jay Sprout, Jerry Handspicker, Barbara Purinton, and Mike O'Daniel. It has been an honor to serve with all of them.

Committee on the Healing Ministry

Rev. Bob Boutwell, Chair

The Committee on the Healing Ministry is active in promoting the Healing Ministry among the churches of the Conference. We held a healing retreat/workshop on January 26, 2008 at Bethany Church in Randolph to help churches address the needs of persons affected by Post Traumatic Stress Disorder and TBI and to offer healing for other hurtful memories. We take our Healing Prayer display

to various Health Fairs to promote prayer as a complement to other healing and medical procedures. Our committee members are skilled at various aspects of healing ministry. Mrs. Jean Britt is a Parish Nurse and encourages churches to develop a Parish Nurse Program. Rev. Sue Church is a Hospice chaplain and has received special training for the healing of grief and loss. Ms Linda Corey is a resource person in Mental Health. Rev. Bob Boutwell offers healing of hurtful memories. Rev. Jan Chilek has special training in healing touch and is skilled in healing relationships. Ms Karen Glade, RN is a resource person in community health care. We can help local churches to offer services of anointing with oil, laying on hands, and healing prayers. We provide many resources on the healing ministry at the Vermont Conference Resource Center and have a link to Healing Ministry on the Conference website. We promote the "Healthy Connections" program of the Justice and Witness Ministries of the United Church of Christ. We provide oil and sample prayers for pastors at their installations and ordinations. We invited the Rev. Nigel Mumford to be the guest leader for an ecumenical Healing Retreat at Grace Congregational UCC in Rutland on January 24, 2009. Please contact us if we can be of assistance to your church, or provide training for your church's healing ministry.

Department of Mission Report

Rev. Bill Neil, Chair

Our Conference by-laws ask the Department of Mission to take actions which arise "out of a creative tension between ... the hopes and needs of the world and ... the capacities, talents, and passions of the churches and others to act." The hopes and needs of the world far exceed our capacities to act! We seek to match what capacities, talents, and passion that we do have with those hopes and needs about which we can take some positive action. During the 08 – 09 year our several Committees and Task Forces have continued their efforts on many fronts.

Justice-Poverty-and-Peace assisted in bringing Dr. Nuha Khoury of Bethlehem, Palestine to a day of workshops and presentations in Brattleboro on November 1, 2008. Our annual support of the Vermont Low Income Advocacy Council (VLIAC) continued. Karen Lafayette works as an advocate for all Vermonters on a host of state-wide issues that benefit our low income citizens. Our Summer Lunch program continues with grants to local churches and community organizations which provide nutritional meals for low income children.

Our Prison Justice Committee is working to recruit and train volunteer visitors and worship leaders at correctional facilities. They also advocate for criminal justice issues. With others they support the ministry of Camp AGAPE which provides a Christian camping experience for children whose parent is or has been incarcerated.

Among its many projects, the Uprooting Racism Task Force has produced a powerful DVD which shares the voices of Vermonters who have experienced racism.

Our Global Ministries team also played a key role in the November 1 event at Brattleboro. The issue of Palestine/Israel is of great concern. A new focus is on "A Common Word Between Us and You." This initiative seeks to encourage Christian/Muslim dialogue.

Another passion for some members of our Department is a concern for Health Care For All. Access to and coverage for health care is an ongoing area which calls for action.

Local churches and their members are the primary force for mission. It is the privilege of the Department to assist these efforts and to provide effective opportunities for our combined resources to be of use. We thank you for your support.

Prison Justice Committee

Betty Edson, Chair

This has been another year of growing and learning for our committee, which has, as members, Mary Lou DeCosta, Skip Dickinson, Esther Farnsworth, Will Hunter, Alice McDonald, Alan Perkins, Jeanne Zammataro, and myself.

Having done two volunteer-awareness days in the recent past (one in Springfield and one in St. Johnsbury), we look forward to doing a third, which will take place on April 30, in Windsor. These events have resulted in several people becoming involved in volunteer work, across the corrections spectrum, and we trust that that will also be the case in Windsor.

Thanks to work by Jeanne Zammataro and Will Hunter, ecumenical worship services, by mainstream denominations, are now happening at the Springfield facility.

Thanks to work by Alan Perkins, our website is up and running and user-friendly. This site can be reached by going to the Department of Mission page on the Conference website, and clicking on "Prison Justice Website." The site includes any upcoming events, good articles on the subject, and links to other pertinent websites.

At Annual Meeting, we look forward to receiving items that will be used to fill backpacks that are given out to folks living at Dismas Houses (half-way houses for people recently released from incarceration) and to fill other backpacks that are given to children at Camp Agape (the ecumenical camp for children who have experienced the incarceration of a parent), which will take place this August.

We have representation on the Citizens Advisory Committee to the Commissioner of Corrections, which helps us to be aware of what is going on, state-wide.

We subscribe to two issue-related periodicals, which are available at the Conference Office. One is Prison Legal News and the other CURE.

I have a sermon on prison justice that I am happy to offer at your church. Thus far I have shared it with congregations in Strafford, Sharon, Hyde Park, Fairhaven and Randolph.

Our advocacy is in its infancy! However, we did send a letter to our congressional delegation, in support of Senator Webb's proposed legislation that would review and revise the present correctional system, which puts in prison a higher percentage of citizens (more than 1 in 100) than any other country in the world, and largely for non-violent crimes.

Dismas Houses, the wonderful half-way homes for people just out of prison, are operating in Rutland, Burlington and Winooski, and there is work underway for another one in the White River area. At

least one of our members is involved in that effort, and another is working on the very beginning process of helping people in the Bennington area consider such an undertaking.

We do have, of course, a presence at Annual Meeting, in the display area and at the Peace breakfast.

Justice and Witness Ministries Report

Beverly Anderson

As the Vermont Conference UCC representative to Justice and Witness Ministries (JWM) I have attended two Justice and Witness Ministries National Meetings this year as well as one Regional (New England) Justice and Witness Ministries Meeting.

The Fall Meeting of JWM was held in New Orleans where Justice and Witness has staff members serving the Gulf Coast Justice Team. We had a tour of New Orleans that confirmed for us that, due to the breached levy system and Hurricane Katrina damage, normalcy in the city is still a long way off. The land in certain areas is toxic. Homes still have not been reconstructed. Children are not able to play outside. Families are unable to return to their property, consequently their property is being taken away from them. There is still much work to be done. We received reports from members of the Gulf Coast Justice Team: Barbara Baylor, Minister for Health Care Justice; Sala Nolan, Minister for Criminal Justice and Human Rights; Jan Resseger, Minister for Public Education and Witness all reported on their work on the Gulf Coast as it relates to their portfolio.

The business of that meeting included presentations followed by long and difficult discussion regarding the restructure of the national setting. Justice and Witness Ministries voted to affirm the Proposal of the Governance Follow-up Team. We also voted to request consideration of the following modification to the proposal: To add one additional person each from COREM. To increase in size from 85-88 to 90-93.

The Spring Meeting of JWM was held in Cleveland. It was a difficult meeting beginning with the news that Rev. Linda Jaramillo, Executive Minister for Justice and Witness Ministries would not be with us as she was with her mother in the final days of her earthly life. Linda is an important voice for Justice and an excellent leader. Her presence was missed.

The focus of the Spring Meeting for JWM was discussing and voting on the proposal to move forward with the planned restructure of the national setting. The discussion was difficult. The Board was divided. The Justice and Witness Ministries voted against moving forward with the proposal. This vote was not seen as a victory for anyone. There were those who felt it was best outcome at this time and those who were extremely disappointed and frustrated. The future is uncertain.

Respectfully Submitted,
Beverly R. M. Anderson
VTCUCC Justice and Witness Representative

Report of the Disaster Response Coordinator

Jennifer Geary

It is with mixed emotions that I write this my last report as Disaster Response Coordinator. I submitted my letter of resignation in January of 2009 stating I would continue until someone was appointed to the position or July 1 which ever came first. During 2007-2008, Judy Moore put in many hours as the Co-Coordinator. She and her husband Doug have moved to New Orleans to continue the work they have been doing there.

I believe this ministry holds great potential for the Vermont Conference. Churches that do the work of preparing their entire congregation for a possible disaster inevitably improve communication in all areas of the life of their church. They also connect with the community around them in new and positive ways. When a Conference takes seriously the preparation work necessary to be ready to respond to a disaster, it is prepared for anything that might happen within its borders or to quickly and appropriately respond to any event around the world whether the vandalism of a local church, contamination of parishioners wells or a typhoon in the Pacific.

The importance of this ministry has not been realized in Vermont. There has never been any money budgeted for this ministry and there is no oversight for it within the conference structure. Much needed database software has not been purchased or created.

A two-pronged approach was necessary in establishing this ministry: 1. to organize the Churches, Associations and Conference. 2. to organize the many disaster response organizations in the state so that the Churches, Associations and Conference have a statewide framework within which to work.

My primary work over the last two years has been to create a network of non-profit disaster response agencies. As President of Vermont Voluntary Agencies Active in Disaster VTVOAD, I have worked closely with Vermont Emergency Management (VEMA) to establish lines of communication during and after in-state disasters. We created a statewide Long Term Recovery Committee (LTRC) that is ready to go. We connected this committee to Vermont 211. Now at the time of a disaster VEMA puts out press releases directing victims to contact Vermont 211. The operators have an intake form to collect information. This information is forwarded to the LTRC who assesses the needs utilizing trained caseworkers. Once the needs are known the responsibility for response is divided up among the VTVOAD partners. The LTRC is made up of three VTVOAD agencies, a rep from VT Dept of Human Services and a rep. from the Community Action Organizations. The VTCUCC had a seat on the LTRC until my resignation. Southern Baptist Disaster Relief now fills that seat.

In 2007, the UCC supplied a \$1000 grant for flood recovery. This grant plus the work of many local volunteers helped a family raise their property above flood stage and rebuild their home.

In 2008, Judy Moore updated the VTCUCC Disaster Response Plan and presented it to the Board of Directors for action. She also created a booklet to help churches begin to establish a Disaster Response Ministry within their congregation. This is available on the VTCUCC Website. Judy and I have spoken with individual congregations and Associations on the importance of establishing a plan before disasters happen.

Two areas in need of immediate focus by the VTCUCC are 1. to have a disaster response resource database. 2. to create awareness of and respond to Technology Caused Disaster. This is the most prevalent type of disaster in Vermont. Sick buildings, brown fields, asbestos, well contamination, etc. affect many of our parishioners. The UCC is the only religious based organization responding to this type of disaster and providing for long term recovery.

I pray the Vermont Conference will take seriously this important ministry by promptly filling this vacant position, establishing a line item in the budget and providing for clear lines of communication.

Department of Christian Education

Leslie Desrosiers, Chair

The Department of Christian Education has been working on setting new priorities.

The Department of Christian Education shall encourage and support the ministry of Jesus Christ within the Vermont Conference of the United Church of Christ for its churches and their members in the following ways.

THE DEPARTMENT OF CHRISTIAN EDUCATION'S PRIORITIES

1. Strengthening the Resource Center of the Vermont Conference

We believe that a strong, updated and vibrant Resource Center will be better able to provide the resources that our churches need to engage in vital ministry. To this end, we will be creating a Resource Center Subcommittee to work with appropriate staff and other departments / entities within the conference. We will create a process to empower all aspects of our Conference [staff, departments, committees, task forces and churches] to utilize this valuable resource within our midst.

The Department of Christian Education will work hard to maintain current and vital resources for our own particular areas of concern: various curriculums, Sunday School, Vacation Bible School, Junior and Senior High youth group activities, teacher training, outdoor ministry, adult education and any other aspect that rightly falls within our scope of operation.

2. Maintaining our Covenantal Partnerships

We believe that maintaining our covenantal relationships within our particular sphere of influence is within the best interests of the Vermont Conference. Our covenants expand the resources and scope of our many ministries and allow our members to both feed and be fed by our wider partners of Christ's ministries. We propose to continue our covenantal relationships with:

NEACE: New England Association of Christian Educators

VAUCE: Vermont Association of United Church Educators

UCC Resource Center: Our National UCC Resource Center

Outdoor Ministry Association

PIE: Partners in Education

Troy/New England Annual Conference of the UMC: Our Covenant Hills Partners

Episcopal Diocese of Vermont: Our Camp Agape Partners

3. Providing Quality and Pertinent Christian Education Programs and Activities

We believe that providing programmatic and educational opportunities for our member churches and their members will ensure that our churches have the resources they need to carry out the educational ministry of the Vermont Conference. As many of you know, the Department of Christian Education of the Vermont Conference has been in the midst of a painful time of transition for the last few years. We are just beginning to regroup and reestablish some of the priorities and programs needed to ensure that our vital ministries are

carried out. We hope to provide the following resources on a regular basis. They include but are not limited to:

- Resource Center Open House
- Communities of Practice Program
- Curriculum Workshops
- Teacher Training Gatherings
- Safe Church Educational Workshops
- Vacation Bible School Curriculum and Training
- VAST: Vermont Academy of Spiritual Training
- Biblical Literacy and Faith Formation
- Children, Youth and Adult Spiritual Formation and Bible Study

4. Providing Quality and Pertinent Youth Group Programs and Activities

We believe that providing programmatic and educational opportunities and activities for our member churches, their youth leaders and their youth will strengthen the Vermont Conference and yield a healthier and more vibrant church in the future. Again, after a temporary hiatus, we are again preparing to offer to Vermont Conference churches youth group resources and activities that will empower our folks and create a sense of belonging to the many youth that call one of the many Vermont Conference Churches home. We are working to provide the following programmatic and educational activities:

- Twice a year statewide gatherings of our youth [Spring/Fall- North/South]
- A youth presence at the Vermont Annual Meeting
- A Vermont youth presence at the New England Youth Event
- A Vermont youth presence at General Synod
- Youth Group Leader Workshops and Resourcing Events
- Vermont Youth Leadership Retreats

5. Strengthening Our Commitment to Outdoor Ministry & Our Ties with Covenant Hills

We believe that a vibrant outdoor ministry program within the Vermont Conference will only strengthen the church and lead our youth to commit to a life-time of Christian discipleship and for some a track to ordained ministry and service to the United Church of Christ. In addition, a strong outdoor ministry program instills Christian values and allows our youth to have confidence in a progressive theology of social justice and abundant welcome. Over the last few years, the percentage of UCC outdoor ministry participants at Covenant Hills has consistently declined, mainly due to a lack of education and promotion within the conference and among its churches. This needs to change.

We also strongly encourage the Vermont Conference and its Board of Directors to re-covenant with the New England Annual Conference of the United Methodist Church [the new overseers of Covenant Hills – no longer the Troy Conference] in our partnership with Covenant Hills.

At the Vermont Conference's Board of Director's direction and with the Vermont Conference's Department of Christian Education's agreement, we have seen the shift of funding for Covenant Hills to begin to be taken out of the general budget of the Vermont Conference instead of out of the Outdoor Ministries Fund. However, believing that outdoor ministry is a priority of the entire Vermont Conference, we believe that the slow change of funding from

the Outdoor Ministry Fund to the general budget should be shared by all and not just the Department of Christian Education. The funds should naturally come out of our budget, but this year we have been asked by the Vermont Conference's Board of Directors to use funds already slated for other Department of Christian Education priorities to compensate for the change. Knowing the financial difficulties of the Conference, we have readily agreed to shift funds to cover the added expenses associated with our covenant with Covenant Hills. However in the future, we would like to either have our budget increased to cover the increasing commitment to our Covenant Hills covenant or to see it shared by the entire conference.

Another priority of the Department of Christian Education concerning the strengthening of our Outdoor Ministry will be re-covenanting with the New England Annual Conference of the United Methodist Church, the new overseers / owners of Covenant Hills. The covenant should at the very least be with the Board of Directors and hopefully with the entire Vermont Conference at Annual Meeting.

We will continue to strengthen our commitment to Outdoor Ministry and our ties with Covenant Hills by:

- Creating an Outdoor Ministry Subcommittee [under Dept. of C.E.]
- Increasing our participation on the Covenant Hills Site Committee
- Encouraging increased participating in the Covenant Hills Open House
- Better publicizing Covenant Hills in the Vermont Conference
[Annual Meeting, Association Meetings, Workshops, Mailings, etc]

Department of Stewardship

Rufus Cushman, Chair

New Occasions Teach New Duties

With the new structure being voted at last years annual meeting, the make-up of the Department of Stewardship has changed. Their responsibility to deal with both the income and expense of the Conference has not.

We have met twice since January and determined that our need to educate about the needs of OCWM at all levels continues to be a high priority. We also anticipate promoting more one day workshops on the "How To's" of doing Annual Stewardship, Planned Giving, and being a church treasurer.

The Investment and Finance Committees will submit thier own annual reports. The Properties Committee aided in the preparations for the sale of the Atkinson property in Newbury.

Jim Thomas, our Conference Business manager, has continued his giving of his valuable Time and Talents, and providing valuable insights into a number of the issues that the Department of Stewardship deals with--and we thank him.

As followers of Jesus Christ, 2/3 of whose Parables relate to money issues, we need to become more comfortable with the role that money plays in a life lived as a Christian.

Finance Committee Report

John Holme, Chair

As we enter May, the economic crisis continues, as does the crisis in the finances of the Vermont Conference. As of April 30, Our Church's Wider Mission giving was down 14% from last year, while Per Capita contributions are up significantly over last year. The Unrestricted Fund fell to \$871,298.41 as of March 31, compared to \$1,305,411 as of December 31, 2007.

The Finance Committee met four times beginning in January. It proposed revisions of the 2009 budget to bring it into balance and proposed a balanced budget for 2010. The Board of Directors approved the new 2009 budget on March 7 and the 2010 budget on April 10. It seems that we are playing catch up as we go through the year. If ever there was a time to dig deeply and give generously to support the Vermont Conference, the time is now. Many people are forecasting an improvement in economic conditions early next year, so now is the time to increase giving to help us weather the storm.

The most significant change in the revised 2009 and the 2010 budgets is a reduction in the amount committed from the Conference to the National Church from 45% to 40%. Compensation of Staff, line 8000, is unchanged in the 2009 budget from the amount adopted at the 2008 Annual Meeting, but the increase for 2010 is only \$7,977 to \$338,564. After setting aside \$4,000 for an anticipated increase in medical insurance that leaves \$3,977 for salary increases. Conference Minister Lynn Bujank has promised to allocate those increases among the lowest paid staff members.

The Vermont Conference has been extremely generous with OCWM giving to the National. There is a strong consensus of support for the work of the National Church and a belief that our generosity sets an example for generosity among our member churches and our church members in Vermont. Only Massachusetts gives a larger percentage to the National than we do. If the delegates approve this reduction to 40%, we will be tied as the third most generous Conference.

VT Conference Investment Committee

David Andrews, Chair

Not surprisingly, the Conference's equity investments declined in value during 2008. Fortunately, we were not heavily invested in large bank stocks, and did not own Lehman Brothers. Nevertheless, our Unrestricted Account lost 39.5% of its value during 2008, and the two other accounts invested in equities fared similarly.

The impact on the income available to support the Conference is cushioned somewhat by the trailing three-year basis on which our "draw" is calculated. Depending on when (and whether) a recovery occurs, the negative impact on the budget may increase in each of the next two years. We believe that our investment managers at TD BankNorth are prudent in their approach to investing our funds, practicing diversification and maintaining an appropriate balance between stocks and bonds. The Investment Committee is also reviewing our formal investment policy, and hopes to present a proposed revision to the Board of Directors by the end of this year.

Vermont Ecumenical Council and Bible Society

The purpose of the Vermont Ecumenical Council and Bible Society (VECBS) is to promote unity in Vermont's Christian churches, especially among its nine member denominations. The leaders of these denominations, or their representatives, are members of the VECBS Board of Trustees. The Board meetings provide an opportunity for the leaders to meet and have fellowship, to worship together, and to find ways to cooperate and work together.

The Council has three standing committees. One of these committees is Peace, Justice, and the Integrity of Creation. In 2008, this committee studied the issue of racism and wrote *A Statement on Racism: Brothers and Sisters Together* (at www.vecbs.org). They then began an in depth study of water, both from a Christian perspective with its significance to the Christian faith, and from an ecological and justice point of view as an essential element for life to survive.

The Council's Faith & Order Committee members are completing their study of the World Council of Churches' paper, *The Nature and Mission of the Church*. They plan to submit their comments about this paper, first to VECBS Trustees and members, then to WCC in Geneva, Switzerland.

The Prayer & Worship Committee organized and led the Week of Prayer for Christian Unity service that was held at the Dormition of the Mother of God Greek Orthodox Church in Burlington in January. Greek Orthodox theologian, The Rev. Thomas Fitzgerald, was the homilist.

In 2008, the Bible Society part of VECBS distributed a total of \$6,376 worth of free Bibles through its Greenleaf Fund to Vermont ministries including to churches, prison ministry, soldiers, youth groups, high school students, refugees, and more.

The Council serves as a communication link in the faith community. An email newsletter is sent monthly to all who want to receive it (to subscribe, email info@vecbs.org or call 802-434-7307).

The Council helps to get the word out to faith communities throughout the state about events, services, issues of concern and more.

MINUTES OF THE 2009 ANNUAL MEETING
Vermont Conference United Church of Christ

The 214th Annual Meeting of the Vermont Conference United Church of Christ was held at Lyndon State College, Lyndonville, Vermont, May 28th through May 30th, 2009. The theme of the meeting was “Diving in: The Living Waters of the Vermont Conference.”

Plenary sessions were again intermingled with worship.

Plenary I

May 28, 2009

The evening session began with a Prelude played by the Conference Band *Awakening*. Rev. Michael Ford led the Call to Worship and the opening prayer.

Mr. Stan Amadon, Moderator called the meeting to order.

Mr. Amadon welcomed special guests – Rev. Felix Carrion and Rev. Dick Sparrow from the UCC National Staff for sharing this year’s celebration with us. Welcome also went to Daniello G. Balón, Phd, Director of Diversity and Equity for the Burlington School District.

He introduced the officers of the Conference: Himself as Moderator, Rev. Susie Webster-Toleno, Vice Moderator and Mr. David Damkot, Treasurer.

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

The Moderator then led the delegates and guests in the reading of the Covenant for Dialogue as follows:

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

(Ephesians 4:15-16)

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

We *will repeat* in our own words what the other has said to confirm that we have understood them, and ask them to do the same if we feel we have not been understood.

We will *communicate directly* with each other, using the first person, using “I.”

We will try to make our meaning clear and *say what we mean* and *mean what we say*.

We will identify *merit* in another person’s idea or suggestion before we identify its *deficiencies*.

We will be willing to *inquire* into another person's reasons and reasoning.

We will *listen to understand*, but we don't necessarily have to agree.

We will not say *outside the meeting* what we are unwilling to say *inside the meeting*."

(Used by permission: River Run Communications)

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

A **Motion** was made to elect Jean Daley and Pat Heise as Scribes during the plenary sessions. This was passed.

Worship continued following the business session with the Rev. Felix Carrion giving the opening message and evening blessing.

A social time followed worship.

Plenary II

May 29, 2009

Following the Peacemakers' Breakfast, a brief worship was held with the Rev. Tracy Weatherhogg leading the call to worship and Pastor Robin Lunn giving the prayer of sending into the day.

Mr. Amadon called the meeting to order. He welcomed the youth who were attending this meeting. He noted that the Washington Association is the host for this meeting and members would be wearing red vests and should be contacted with any questions, etc.

Pastor Robin Lunn, Chair of the Worship Committee introduced the members: Ned Davis, Flowers and stage setting; Adam Jared Tavolaro, music and video; Tracy Weatherhogg, prayers and rituals.

Donna Wheeler from Lyndonville College was acknowledged and thanked for the efforts in making things go smoothly.

Speak Outs were then held.

- Rev. Mark Mendes spoke of Covenant Hills.
- Rev. Ryan Gackenheimer told of a NE Youth event to be held in Vermont June 24-27, 2010.
- Jeremy Scharuf spoke regarding discernment.
- Rev. Kevin Goldenbogen stated that a forum on Church and Evangelism is to be held June 16 from 10-3 at the Berlin Church.
- Chris Heintz gave the good news that the Pittsford Church will be 225 years old on October 25. A celebration is to be held and singer Don Eaton will perform.
- Carol Adams gave information regarding the UCC New England Woman's Celebration VIII to be held in Burlington March 12-14, 2010.
- Rev. Kathy Eddy promoted CD's of her music as well as Rev. Will Burhans CDs. She also asked for prayers of a family whose child had died by an over dose.
- Anita Belin spoke regarding single payer health care.

Rev. Lynn Bujnak reported on the State of the Conference. She referred to her time of the last 9 months likening it as a time of birth and rebirth and the members of the Conference as the midwives. She feels the Conference is in very good shape, and she has great hope for the VT Conference and its' Churches.

The official count was 230 voting members, thus a quorum was declared.

Mr. John Holme gave the Treasurer's Report. He thanked the Finance Committee for being so helpful during the calendar year. He stated that the 2009 budget that was approved in 2008 had been adjusted and reviewed these adjustments. He then reviewed the 2010 planned budget.

Mr. Jim Thomas did a power point presentation and stated that the 2008 finances were very good. The 2009 budget has been adjusted. The Per Capita will increase for 2010 to \$11.06. OCWM was down in April by 14% so changes were made to the budget. It was thought to reduce OCWM that is sent to national from 45 to 40%. There is a \$16,000 surplus. We are the only Conference in NE with a surplus. That's the good news. The bad news is that the current financial crisis has affected finances. The changes to the 2009 budget were being brought to the delegates to get affirmation.

Rev. Rona Kingsley then moved that Document F be approved. This was 2nd and passed with some discussion.

2009 AM 1: VOTED Recommendations by the Board of Directors Pertaining to the Current Year (2009) Budget

“That the division of undesignated Basic Support for Our Church's Wider Mission income for 2009 be adjusted to 60% for the Vermont Conference and 40% for the United Church of Christ beyond Vermont.”

The session ended and Rev. John Weatherhogg announced how to get to the various workshops as well as the location of the forums.

Plenary III

May 29, 2009 - Afternoon

Following lunch and forum/workshops Plenary III was called to order.

Speak outs were then held:

- Rev. Debbie Ingraham spoke and noted that a forum entitled “Brink of Changing Health” will be held June 3rd at the Burlington synagogue.
- The Warren Church will be holding its' fourth annual Pig Roast on July 5th.
- Stan Bonacha asked that folks say, “I love you” to the person next the them.
- Daehler Hayes of the UCC Cornerstone Fund told of the services this Fund provides.
- Frank Lapolnea from College Street spoke of the church's historic renovations.
- Carmen Lespote spoke of traveling to Cedar Rapids, Iowa, to help with flood relief.
- Rufus Cashman invited folks to visit the Stewardship display.
- Bill Hunter spoke regarding the Prison Justice Group and asked for donations of backpacks for people coming out of prison.
- Rev. Will Burhans suggested that folks shop for books at Hopkins Bookstore instead of Barnes and Noble.
- Rev. David Andrews told of a group of clergy taking the ferry to Swan's Island, Maine to a retreat run by the Sisters and Brothers of Mercy

Following the speak outs the 2010 budget was presented by Mr. Jim Thomas. He referred to the recommendations by the Board of Directors pertaining to the 2010 Budget. These recommendations will be voted on at tomorrow's plenary session.

Mr. John LaRue then introduced the Uprooting Racism Task Force's guest speaker, Mr. Dan Balón. Mr. Balón spoke on diversity and ended his speech with the statement "We are diverse!" He asked for questions from the floor. When asked, "How do you engage cultural change?" he answered, "Listen!"

When Mr. Balón was finished Rev. Susie Webster-Toleno thanked him and presented him with a gift of Vermont products with the statement of "that's what we do best!"

The following resolutions were presented and voted on:

Rev. Bill Neil presented the resolution on Christian-Muslim dialogue submitted by the Department of Mission. There was no discussion and the motion was made to pass this resolution, seconded and passed.

AM209 2 Voted: Resolution on Christian-Muslim Dialogue

WHEREAS the United Church of Christ affirmed its relationship with the Muslim community at its 1989 General Synod calling upon "...all local congregations and regional judicatories of the United Church of Christ to actively engage in dialogue with the Muslim community in order to establish relationships of trust and cooperation and to participate in joint witness against injustice in our local communities and in the world." and

WHEREAS in October 2007, 138 Muslim leaders representing all denominations and schools of thought of Islam prepared and sent an invitation to the Christians of the world to enter into mutual faith study and friendship-building based on the core faith positions of both religions, namely, love of God and love of neighbor, in a document entitled "A Common Word Between Us and You," and

WHEREAS this invitation was received positively with answers of acceptance by the World Council of Churches, the National Council of Churches, the Catholic papacy, and by many Protestant denominations including leaders of the United Church of Christ. In his letter of acceptance, UCC President Rev. John H. Thomas stated that: "Our Church is particularly eager to develop a process for deepening relationships and strengthening friendships and making new friends. As we see it, this means theological and textual discussion and dialogue, as well as relational and practical interaction." and

WHEREAS Dr. Peter Makari, Middle East and European Executive for Global Ministries, Co-Chair of the Interfaith Relations Commission of the National Council of Churches of Christ in the U.S.A., and Co-Convener of the National Muslim-Christian Initiative in North America has stated: "This initiative of Muslim and Christian leaders sends a message to those in North America: We co-exist in vibrant communities where awareness and cooperation will be our common future together."

THEREFORE, be it resolved that the Vermont Conference of the United Church of Christ endorse and accept the invitation of UCC President John H. Thomas for UCC entities, seminaries, churches and others, to enter into mutual study and friendship building in response to the Muslim invitation: "A Common Word Between Us and You," by:

1. Encouraging churches and the Vermont Conference UCC to engage in Christian-Muslim study approaches and friendship-building activities, and
2. Calling on the Global Ministries Committee of the Vermont Conference Department of Mission to develop resources helpful to churches for Christian-Muslim study and friendship building.

Ms. Anita Belin presented the resolution regarding health care for all. Submitted by the Department of Mission. After some discussion the motion to accept this resolution was made. It was seconded and passed.

AM2009 3 Voted Resolution on Health Care for All

WHEREAS there are a minimum of 65,000 persons in the State of Vermont, of whom 3,500 are children, who have no health insurance and as such they are without access to adequate, affordable health care, and

WHEREAS the vast majority of the people who have lost their jobs have also been left without any help to pay for the cost of health care, and

WHEREAS an unknown number of people delay or avoid seeking medical services because of cost or lack of sufficient coverage until they are gravely ill. Then they go to an emergency department, where they are served at a great cost which is more than twice what it would have been had they sought help at the first sign of illness and

WHEREAS the cost of health care is rising exponentially, insurance premiums are increasing at warp speed, deductibles are being increased with each annual renewal of a policy and

WHEREAS the cost of prescription drugs increases annually, both in changes in retail prices and an increase in co-pay, frequently by 90%, and there are no controls or limits on these increases and

WHEREAS the Vermont Conference of the United Church of Christ resolved to support adequate health care for all in 2005, a goal which has still not been approached.

THEREFORE BE IT RESOLVED that the assembled delegates to this Conference Annual Meeting return to their churches and associations and spur study, understanding and action within their communities to bring about a working system of health care for all, and

BE IT FURTHER RESOLVED that the Department of Mission will make regular use of E-KIT to send action alerts to local churches and encourage members to contact their elected representatives, both in the state of Vermont and nationally by letter or toll free phone call to urge the passage of legislation necessary to reach the goals of guarantees of health care which is accessible, affordable, and adequate for all.

Mr. David Durfee then presented the list of nominees to be voted on tomorrow. He had them come forward and introduced each one.

Ms. Carley Murray presented the Ministerial Compensation Guidelines. She pointed out some changes and then made the motion that the Guidelines be accepted.

AM 2009 4 Voted That the Ministerial Compensation Guidelines be accepted as presented.

Plenary IV

May 29, 2009

Following dinner, Rev. Lucas opened the fourth plenary session by presenting the following Conference Family Celebrations:

New Calls to Settled Ministry in Vermont

On June 15, 2008, the Old Colony Association of the Massachusetts Conference ordained the Rev. Debbie Cipolletti. Debbie began her ministry at the First Congregational Church of West Brattleboro on August 4, 2008. She is a graduate of Andover Newton Theological School.

On December 14, 2008, the Pacific Northwest Conference in at Veradale United Church of Christ in Spokane Valley, Washington ordained the Rev. Ryan Gackenheimer. He had begun his ministry as Associate Minister of the First Congregational Church of Essex Junction on October 1st. He is a graduate of Eden Theological Seminary. The Champlain Association installed Ryan on April 19th.

On January 11, 2009, the Metropolitan Boston Association of the Massachusetts Conference ordained the Rev. Marissa Laviola. Marissa began her ministry at the First Congregational Church of Morrisville on January 19, 2009. She is a graduate of Boston University School of Theology. Her installation is scheduled for September 13th by the Northeast Association.

On January 18, 2009, the Southwest Conference in Scottsdale Arizona ordained the Rev. Judith Horgan. Judi began her ministry at the East Burke Congregational Church and the First Congregational Church of Lyndonville on February 2, 2009. She is a graduate of Claremont School of Theology. Her installation is scheduled for June 7th.

On June 8, 2008, the Rev. Dale Hindmarsh began his ministry at the First Congregational Church of Cornwall. The Addison Association installed him on November 9, 2008. Ordained in 1975, Dale's ministerial standing was transferred from the Oneida Association of the New York Conference.

On July 1, 2008, William Elwell began his ministry at the Federated Church of Bristol. William is a Licensed Local Pastor in the United Methodist Church.

On September 14, 2008, the Rev. Rob Noble was called as pastor of the Federated Church of Castleton. Ordained in 1982. For many years, Rob's day job has been in the secular world, while he has engaged in supply preaching and music ministry around the edges. The Southwest Association installed him on October 6, 2008

On September 15, 2008, the Rev. Howard Gunter, began his ministry at the Pittsfield Federated Church. Ordained in 1995 by the Evangelical Church Alliance, he had been serving as Associate Pastor of Care Ministries at the Arlington Assembly of God in Jacksonville, Florida.

On January 18, 2009, the Rev. Sami McRae was called as pastor of the First Congregational Church of Westminster. Ordained in 2002, she had earlier served the North Pomfret Congregational Church.

On February 23, 2009, the Rev. Carra Bradt began her ministry as Senior Pastor of the Centre Congregational Church in Brattleboro. Ordained in 2002, she had been serving as Associate Minister of First Parish Congregational Church in Yarmouth, Maine.

On May 10, 2009, the Rev. Margaret Flad began her ministry at the North Pomfret Congregational Church. Ordained in 1997, she had been serving as Pastor of the First Congregational Church of Worcester, Massachusetts.

Anniversaries

Representing 980 years of ministry, we give thanksgiving for each one who celebrates a significant milestone in 2009.

Ordained in 1989, the Rev. Alden Launer, Chaplain at Copley Hospital in Morrisville, the Rev. Gary Lewis, pastor of the Vergennes Congregational Church, the Rev. Robert Russell-Faling, and the Rev. Penny Rich Smith, pastor of the North Bennington Congregational Church - all celebrate their 20th anniversary of Ordination.

Ordained in 1984, the Rev. Ellen Bailey, the Rev. Harvey Bartlett, pastor of the Brownington Congregational Church and the United Church of Irasburg, the Rev. Christine Boardman, Interim Pastor of the First Congregational Church in Springfield Congregational Church, the Rev. Elizabeth Fisher, the Rev. Kaye Hult, pastor of the United Church of Bellows Falls, and the Rev. Jane Wilson, Interim Pastor of the Orford Congregational Church in New Hampshire - all celebrate their 25th anniversary of Ordination.

Ordained in 1979, the Rev. Stephen Berry, pastor of the First Congregational Church in Manchester, the Rev. Catherine Cadieux, the Rev. Jane Henderson, the Rev. Mary Lee-Clark, pastor of the Second Congregational Church of Bennington, the Rev. Anne Squire, and the Rev. Dereen Vanderlinde-Abernathy, pastor of First Congregational Church in Berlin – all celebrate their 30th anniversary of Ordination.

Ordained in 1974, the Rev. Bruce Bishop, pastor of the Jamaica Community Church, the Rev. William Nelson, the Rev. Charles Purinton, Jr., Chaplain with the Vermont Army National Guard, and the Rev. William Schutter, Interim Pastor of St. Johnsbury South Congregational Church – all celebrate their 35th anniversary of Ordination.

Ordained in 1969, the Rev. David Andrews, the Rev. Wayne Holsman, pastor of the Community Church of Hancock/Granville, and the Rev. Harry Peatt – all celebrate their 40th anniversary of Ordination.

Ordained in 1964, the Rev. Donald Ferrell and the Rev. Ward Wilson – celebrate their 45th anniversary of Ordination.

Ordained in 1959, the Rev. Lenard Rowell, Interim Pastor of the Richmond Congregational Church, and the Rev. Benjamin Thurber – celebrate their 50th anniversary of Ordination.

AND ordained in 1949, the Rev. Malcolm Crook and the Rev. Avery Post – are celebrating the 60th anniversary of their ordinations!

Recognition of Members in Discernment

Rhonda Myers, member of the Greensboro United Church of Christ and 2008 graduate of Andover Newton Theological School, will be ordained in the Greensboro Church on June 21st by the Northwest Association. On May 17th she received a call to serve the United Congregational Church of Torrington, Connecticut. Her ministry there begins on June 7th.

Brenda Egbert, member of the East Corinth Congregational Church, a member in discernment with the Grafton Orange Association Church and Ministry Committee, graduated from Andover Newton Theological School on May 17, 2009 and continues to work through the journey.

Christina Findley, member of the East Burke Congregational Church, graduated from Andover Newton Theological School on May 17, 2009 and continues to work through the journey. This winter and spring she has been serving as a short-term pastoral supply at the Lake Regions Parish.

The Windsor Orange Association Church and Ministry Committee received Robin Lunn, member of the North Pomfret Congregational Church, as a Member in Discernment on May 13, 2008. Robin is a graduate of Andover Newton Theological School and coming into the United Church of Christ from the American Baptist Church. Robin serves as the licensed interim pastor of the Sharon Congregational Church.

The Ministerial Standing and Standards Committee received John Sanborn, member of Grace Congregational Church, as a Member in Discernment on September 2, 2008, on behalf of the Southwest Association. He is a student at Andover Newton Theological School and is serving as licensed Assistant Minister in the Vergennes Congregational Church.

The Ministerial Standing and Standards Committee received Amanda Beresford, member of the Second Congregational Church of Londonderry, as a Member in Discernment on October 7, 2008, on behalf of the Windham Union Association. She is a graduate of Harvard Divinity School. She and her husband, Drew, became parents of Cecelia on April 6, 2009. She is on maternity leave from Hospice Chaplaincy in Rutland. In her regrets for not being able to attend Annual Meeting, she reports “Cecilia and I are doing well. She has started smiling at me, which just melts my heart and forces me to forgive her for being such a terrible sleeper. This morning she even giggled in her sleep and it was like God dropped a little rainbow in my lap!”

The Ministerial Standing and Standards Committee received Laura Cadmus, member of the Barre Congregational Church, as a Member in Discernment on October 7, 2008, on behalf of the Washington Association. Laura is a student at Andover Newton Theological School. Presently she is providing sabbatical preaching coverage for her pastor, David Vanderlinde- Abernathy.

The Ministerial Standing and Standards Committee received Sally May, member of the Second Congregational United Church of Christ in Jeffersonville, as a Member in Discernment on January 6, 2009, on behalf of the Champlain Association. Sally is a student at Andover Newton Theological School.

Retirements

On August 31, 2008, the Rev. Lynda Hadley, retired from the Dummerston Congregational Church. Ordained in 1995, Lynda had previously served churches in the Minnesota Conference and the Grafton and Townshend Churches here in Vermont.

On December 31, 2008, the Rev. Chris Petrak, retired as pastor of the First Congregational Church of Newfane. He was ordained in 1969 by the Presbyterian Church USA. After serving churches in that denomination, he retired to South Newfane Vermont. WHERE - he come out of retirement to serve the Newfane Church back in 1998.

On December 31, 2008, the Rev. Susan Cooke Kittredge, retired as pastor of the Old Meeting House in East Montpelier. Ordained in 1998, Susan began her ministry there in 1997.

On January 4, 2009, the Rev. Douglas Moore, retired from the Norwich Congregational Church. He began his ministry there in 2001. Ordained in 1993; he had previously served the Sharon Congregational Church. But keeping in mind that the word "retirement" is not mentioned in scripture, Doug began an interim on March 1st in New Orleans. After Hurricane Katrina so badly damaged their facilities, Central UCC (a predominately African American Church) entered into a covenant to worship with St. Matthews (a predominately Caucasian church) in their facility. In this interim time, they are attempting to discern whether they will become one church or continue to be separate congregations worshipping together or apart.

On January 31, the Rev. Ward Wilson, retired – again - from the First Congregational Church of Newbury. Ordained in 1964, Ward previously served churches in Maine and Connecticut. In Vermont, he served the St. Albans Congregational Church and the Thetford Hill Congregation, retiring in 1995. He then did interims in the Upper Valley, and started another settled ministry in Newbury in 2005.

On June 30, 2009, the Rev. Peggy Tooker will retire from the Second Congregational United Church of Christ in Jeffersonville. Ordained in 2000, Jeffersonville has been her first and only church – maybe! Our understanding is that after moving into her new home, Peggy will take off to parts unknown and return whenever she feels like it!

Necrology

The Rev. Dr. Samuel W. Fogal died on July 5, 2008 after an extended illness. He was 71. Ordained in 1963, Sam served as Pastor of the Bethel United Church of Christ in Baltimore Maryland, and the First Congregational Church of Darien, Connecticut. He served on the Connecticut Conference staff as both Minister for the Department of Church Life and Leadership and as Area Conference Minister. In 1996, Sam arrived in Vermont to serve as Interim Conference Minister. He served three more interims in Connecticut and Rhode Island before serving as an Annuitant Visitor in Connecticut from 2006-2008. His wife, the Rev. Dr. Laurie Etter, his children, Timothy Fogal and Karin Fogal, a granddaughter Brianna and stepsons, Andrew and Christopher Etter, survive him. And all those whom his ministry touched through the years. A service of Celebration was held on July 12th.

Mary Archibald Carrier, wife of the Rev. Gaston Carrier, died on September 14, 2008 at the age of 88. She met Gaston at Acadia University in Nova Scotia. After graduation, Mary received her training as a psychiatric social worker at the Simmons School of Social Work in Boston. She spent 22 years at the Medical Center Hospital of Vermont in Burlington, retired in 1985 as faculty emeritus. She was a founding member of the Committee on Temporary Shelter (or COTS). She is said to have never been a minister's wife – but always the wife of a minister – supporting Gaston's ministry in a variety of ways. Her husband, Gaston, four daughters, four grandchildren and a half brother survive her.

OUR OFFICE ALSO RECEIVED WORD OF THE DEATH OF

The Rev. Peter Clarke of England. He died on March 12, 2009 after a short illness. He had provided sabbatical coverage for Jim Todhunter in Norwich in the fall of 1982 and Sabbatical coverage at Bethany Church in Randolph from March through July of 1983.

Mr. Jim Thomas then read the names of the 2008 5 for 5 churches followed by the churches that met OCWM goals for 2008:

Churches that are 5 for 5:

- United Church of Bellows Falls
- Brandon Congregational Church
- Charlotte Congregational Church
- Danville Congregational Church
- United Church of Dorset & E. Rupert
- East Brookfield Congregational Church
- 1st Congregational Church, UCC, Fair Haven
- Greensboro United Church of Christ
- Jamaica Community Church
- Second Congregational Church, Jeffersonville
- First Congregational Church, Morrisville
- First Congregational Church of Newbury
- United Church of Northfield
- Pittsford Congregational Church UCC
- Richmond Congregational Church
- Grace Congregational United Church of Christ, Rutland
- Congregational Church of South Hero, UCC
- Wells River Congregational Church, UCC

Churches that met OCWM goals for 2008:

- United Church of Bellows Falls
- Second Congregational Church, Bennington
- Centre Congregational Church, Brattleboro
- First Congregational Church, Brookfield
- Brownington Village Congregational Church
- Federated Church of Castleton
- United Church of Chelsea
- Danville Congregational Church, UCC
- First Congregational Church, Essex Junction
- Guilford Community Church

- First Congregational Church of Hartland
- United Church of Marshfield
- First Congregational Church of Newbury
- United Church of Newport
- First Congregational Church, UCC, Randolph Center
- Federated Church of Rochester
- First Congregational Church, UCC, Sharon
- First Congregational Church, Springfield
- First Congregational Church, Thetford
- United Church of Underhill
- Waitsfield United Church of Christ
- First Congregational Church of Weathersfield
- Westmore Community Church
- United Federated Church of Williamstown
- Williston Federated Church

Following this session the Installation service for Rev. Lynn Bujnak was held. The Oikos Jazz Band presented the music for the Prelude/Postlude and hymns. The Rev. Kathy Eddy wrote a special hymn "Bless This Ministry" which was played by her and sang by the Rev. Martha Peck, with the congregation joining in the chorus.

Rev. Richard Sparrow gave the Sermon and presentation of the Conference Minister's Medallion as well as the Charge to the Conference was by the Rev. Davida Foy Crabtree, Connecticut Conference Minister.

Rev. Lucas and Rev. Bujnak led the service of Holy Communion.

Following the installation a welcoming reception was held.

Following the reception a late night Emergent Worship service was held in the Twilight Theatre.

Plenary V

May 30, 2009

Following the Peacemakers Breakfast, breakfast for Pastor's conversations with Rev. Felix Carrion, and a brief opening worship, Mr. Amadon called the session to order.

Speak Outs were then held:

- Rev. Jerry Handspeaker reported on the VT Ecumenical Council and declaring, "all may be one."
- Deb Perkins suggested that all churches should use the Covenant for Dialogue that opened the meeting. She said that on behalf of herself and Jerry Handspicker and the publishing company that the Conference was granted permission to use the Covenant for Dialog at their meetings in the future without having to request permission.
- Clarence Moore noted that there were only 6 youth present. He challenged each church to find one youth to attend next year's meeting.
- Rev. Mary Nelson Abbott spoke about a national network for clergy in the 20-30-age bracket. They discuss issues that involve young clergy. There are 5 clergy in Vermont under 30 at the present time.
- David Durfee advised that in addition to 3 adult delegates from a church there could also be one youth delegate.

Rev. Lucas and Rev. Bujnak read the names and comments of the 2009 VAST graduates:

VAST

Vermont Academy of Spiritual Training

There are those among us who hunger to DIVE IN –

to break open the Word of scripture,

who yearn to deepen their spiritual identity,

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

who want language with which to testify to their faith,

who are excited about being Church and how it all intersects with

becoming a fearless disciple of Jesus Christ in today's world.

There are those among us who answered that hunger by enrolling in this three-year program and who, with but one class left in June, will graduate from VAST this year.

VAST HAS MADE A VAST DIFFERENCE IN THEM – FROM THE INSIDE OUT!

“VAST called me to explore my faith further – and to use that faith to make a difference in the world. I'm not sure what that may yet be – but I am open and curious!”

Interspersed with the names of the VAST Graduates you will hear reflections on what this experience has meant to the students – past and present.

“VAST has answered many of my questions – and left me with even more questions!”

Graduating from the Class held in North Congregational Church in St. Johnsbury –

Sharon Evans – a member of the United Church of Bakersfield and Fairfield

“I have learned so much about Christianity, the Bible and religion in general. But even more, I have learned about “me” and the many ways God can use me in God's world.”

Graduating from the Class held in the First Congregational Church in Manchester –

Jim Anderson – member of the First Congregational Church of Manchester

“VAST has provided me with the tools, the spiritual discipline, the grounding in the “basics” I need to follow God's calling.”

Sandra Wirstom – member of Wilmington Congregational Church

“I spent my life going through the motions without understanding anything about my faith. VAST has brought me knowledge, understanding and the ability to share my faith with others.”

Graduating from the Class held in The Richmond Congregational Church

Sally May – member of the Second Congregational Church of Jeffersonville

Next year a group of six from the Richmond Class who started together in 2007 will graduate. Over these years they have created a “church” much like the first church in ACTS – studying, eating, praying and communing together -

“Found! A group of kindred spirits! It accelerates joy in studying Jesus and the Bible. The rest of the story is found in seeking answers to all the long wondered questions.

There are openings in all three classes beginning in September of 2009. Registration forms and brochures are available in the Display Area.

“What have I learned in VAST? More knowledge about the Bible, Church History, and current theology. A chance to discuss ethical issues with others. And more importantly, a Christianity I can believe in – a thoughtful, intelligent faith.”

In addition, on the third Saturday of each month from September through June, in Randolph at the Conference Office there will be a morning session offered on United Church of Christ Identity, History and Polity – and in the afternoon there will be one semester of Preaching and one semester of Pastoral Care in a Congregational Context.

“I have increased my knowledge of scripture and have come to a deeper understanding of God’s word – and hopefully have become a more devoted disciple of Jesus Christ.”

Each of these classes is a stand-alone registration – one, two or all...again registration forms are in the Display area.

“VAST has been the arena where my prayers have been answered. “Speak, Lord, for your servant is listening.”

The resolutions presented by the Board of Directors were then reviewed. There was some discussion regarding the 40-60 division of OCWM. A suggestion was made that it might be 50-50. This was not voted on.

It was noted that item #7 in the resolutions was for the adoption of the 2010 budget.

Motion made and seconded and passed to accept the resolutions.

2009 AM 5: Voted Resolutions by the Board of Directors Pertaining to 2010 Budget

1. The division of undesignated Basic Support for Our Church’s Wider Mission income for 2010 by 60% for the Vermont Conference and 40% for the United Church beyond Vermont.
2. That the Conference continue to encourage a Basic Support for Our Church’s Wider Mission goal for each church of an amount equal to 10% of the amount of each church’s budget for current expenses. Further, a recommended challenge goal is to increase that local church’s ratio percentage by 1% per year.
3. That the 2010 Vermont Per Capita be set at \$11.06. (Note: The association portion of Per Capita is in addition to the Conference amount.)
4. That the Board of Directors be authorized to adjust the 2010 operating budget as unforeseen circumstances require, within the spending limits established in the budget.
5. That the Board of Directors be authorized to take funds from the unrestricted reserves for any emergency deficit in 2010.
6. That the churches be encouraged to pay Basic Support for Our Church’s Wider Mission and Per Capita at least quarterly.
7. That the Conference adopt a 2010 Operating Budget of not more than \$778,447 in expense and not less than \$778,447 in income, with the goal of ending 2010 with a balanced budget.

It was announced that the installation offering was \$2,202.75, which will be sent to Dillard University

Next year's Annual Meeting will be held on June 3, 4 and 5 at Lyndonville.

Mr. Baley Cobb presented proposed amendments to the Bylaws, which had been submitted by the First Congregational Church of Newbury. He read the section that would be amended.

Amend Article VIII Meeting of the Conference, Paragraph 26. Delegates, subparagraph b. by changing the current wording, "When the Conference meets the voting delegates shall consist of (1) lay delegates chosen by each local church in the number specified, such lay delegates *to be elected annually to serve for a period of one year;*" to new wording, "When the Conference meets the voting delegates shall consist of (1) lay delegates chosen by each local church in the number specified, such delegates **to be chosen in the manner of each Local Church, with the Local Church informing the Conference of its selection;**"

There was considerable discussion during which a suggestion was made to eliminate the amendment. A vote was taken which resulted in 91 ayes and 52 nays. Because this was not a 2/3 vote the motion was not passed.

The original motion was voted on and there were 115 ayes and 23 nays. The motion passed.

AM 2009 6 Voted: Amendment to the Constitution and Bylaws of the VT Conference UCC

WHEREAS, The constitution and bylaws of the Vermont Conference, United Church of Christ, Article VII – Meetings of the Conference, section 26 – Delegates, subsection (b) states: "When the Conference meets the voting delegates shall consist of (1) lay delegates chosen by each local church in the number specified, such lay delegates to be elected annually to serve for a period of one year; (2) all active or retired ordained ministers in good standing within the United Church of Christ who are residents of Vermont and have membership in any Association or Conference of the United Church of Christ; (3) all officers, directors, members of Departments or Committees of the Conference, all Moderators of Associations of the United Church of Christ within Vermont, and all past President/Moderators of the Conference; (4) officially approved licensed and commissioned ministers; (5) students in care/members in discernment of the Conference or an Association of the Conference; (6) all current delegates to the General Synod." and

WHEREAS The Constitution of the United Church of Christ states in article V – Local Churches, section 18, states, "The autonomy of the Local Church is inherent and modifiable only by its own action. Nothing in this Constitution and the Bylaws of the United Church of Christ shall destroy or limit the right of each Local Church to continue to operate in the way customary to it; nor shall be construed as giving to the General Synod, or to any Conference or Association now, or at any future time the power to abridge or impair the autonomy of any Local Church in the management of its own affairs. Which affairs include, but are not limited to, the right to retain or adopt its own methods of organization, worship and education; to retain or secure its own charter and name; to adopt its own constitution and bylaws; to formulate its own covenants and confessions of faith; to admit members in its own way and to provide for their discipline of dismissal; to call or dismiss its pastor or pastors by such procedure as it shall determine; to acquire, own, manage and dispose of property and funds; to control its own benevolences; and to withdraw by its own decision from the United Church of Christ at any time without forfeiture of ownership or control of any real or personal property owned by it." And

WHEREAS also in Article VIII – Conference, section 50, of the same document, it is stated that: “When a Conference meets its voting membership includes lay delegates selected by and representing the Local Churches of that Conference, all Ordained Ministers holding standing or ordained ministerial partner standing in its Associations or in the Conference itself when active as an Association, all Commissioned Ministers in its Association, and those Licensed Ministers who have been granted voting membership in its Associations.” And

WHEREAS in accordance with the Constitution of the United Church of Christ, the autonomy and authority of the Local Church, without interference from any Conference of Association, now or in the future, to retain and adopt their own methods of organization, is to be inviolate;

BE IT RESOLVED that article VIII - Meetings of the Conference, section 26 – Delegates, subsection (b) be amended to read: When the Conference meets the voting delegates shall consist of (1) lay delegates chosen by each Local Church in the number specified, such lay delegates to be chosen in the manner of each Local Church, with the Local Church informing the Conference of its selection; (2) all active or retired ordained ministers in good standing within the United Church of Christ who are residents of Vermont and have membership in any Association or Conference of the United Church of Christ; (3) all officers, directors, members of Departments or Committees of the Conference, all Moderators of Associations of the United Church of Christ within Vermont, and all Past Presidents/Moderators of the Conference; (4) officially approved licensed and commissioned minister; (5) students in care/members in discernment of the Conference or an Association of the Conference; (6) all current delegates to the General Synod.

Mr. Durfee presented the nominations to be acted upon. He noted that Clarence Moore and Susan Maginnis have been added to the Annual Meeting Committee and Mr. Paul Simpson has been added to the Finance Committee.

It was noted that Mr. Durfee seemed to be on several committees and boards and a suggestion was made that maybe he should remove his name from the Nominating Committee. He was agreeable to that and removed his name from this committee.

Mr. Durfee moved that the slate of nominations be approved. This was seconded and passed.

AM 2009 7 Voted That the Slate Presented by the Nominating Committee be Approved

Following this business, worship continued with Rev. Carrion giving the closing message.

At the end of the worship service Mr. Amadon led the commissioning of the elected leaders, after which he presented the gavel to the incoming Moderator, Rev. Susie Webster-Toleno who in turn presented Mr. Amadon with a gift and thanks for the great work he did as Moderator.

Rev. Webster-Toleno then read the following Resolution of Thanks:

WHEREAS the 214th Annual Meeting of the Vermont Conference of the United Church of Christ convened at Lyndon State College May 28-30, 2009, and there worshipped, fellowshiped and conducted business; and

WHEREAS we celebrated our history and imagined our future in the United Church of Christ; and

WHEREAS so many of our family of faith contributed to the meeting through prayer, preparation, and participating that all might experience the extravagant welcome of the Vermont Conference of the United Church of Christ; and

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

WHEREAS we have been blessed with classically vernal weather in this corner of Vermont in the beauty of the Northeast Kingdom, we give thanks to our Creator even though it was impossible to know how to pack; and

WHEREAS we were blessed to share the visionary, prophetic gifts of those who joined us; and

WHEREAS we joyfully celebrated the installation of our earthly leader, Rev. Lynn Bujnak, whose ministry with us is only in its infancy and has already been such a blessing,

THEREFORE be it resolved that we, the delegates and visitors to the 214th Annual Meeting of the Vermont Conference, United Church of Christ extend our gratitude to those who have shared their talents with us,

TO Lyndon State College and especially Donna Wheeler and her capable and friendly staff who have ably accommodated us with such grace and efficiency, anticipating so many of our needs, and have extended extravagant welcome to us once again this year.

TO the members of the Annual Meeting Planning Committee: Rev. Michael Ford, Chair; Mr. Stan Amadon, Rev. Susie Webster-Toleno, Rev. John Weatherhogg, Mr. Hal Drury, Mr. Ned Davis, Rev. Debbie Ingram, Rev. Kathy Clark, Ms. Robin Lunn, Rev. Mary Nelson Abbott, Mr. Clarence Moore, Ms. Lynn Thomas (staff representative), Rev. Lynn Bujnak (Conference Minister).

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

TO the Board of Directors for their guidance and support, and especially to chair Rona Kinsley, whose detailed organization and gracious spirit have continued to guide our Conference through transition.

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

TO our distinguished visitors, Rev. Felix Carrion, of the Still Speaking Campaign, whose words both encouraged and challenged us and who helped us to dream new dreams, and Dr. Daniello Balon, Director of Diversity and Equity for the Burlington School District, whose light touch and direct, hopeful manner shed more good light on the topic of diversity.

TO the Worship Committee, visionary Robin Lunn, floral artist and commissioned minister of liturgical floral designs, Ned Davis, Adam Jared Tavolaro, music and video, Tracy Weatherhogg, prayers and rituals,

TO Awakening, the band that rocked and rolled and lifted us throughout our worship and meeting hours, and the marvelous choir, directed by Adam Tavolaro. Your gifts are rich indeed.

TO the participants in our Conference Minister's installation service: Oikos, Rev. Kathy Eddy and Rev. Martha Peck, whose music added such richness to the installation; the Reverends Dick Sparrow, Davida Foy Crabtree and Kekapa Lee, Pamela Lucas, and Felix Carrion.

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

TO our Chaplains, the Reverends Marsh Hudson-Knapp, Barbara Purinton and Charlie Purinton, and our Nurse Carlie Murray who were available for both physical and spiritual well-being.

TO our outrageously gifted and giving Conference Staff: Revs. Lynn Bunjak and Pam Lucas, Lynn Thomas and Jim Thomas, and Sybil McShane, each of who does his or her job and then some with grace, aplomb, enthusiasm and skill.

AND with heartfelt thanks to our outgoing Moderator, Mr. Stan Amadon, whose years of teaching and coaching served him well as he kept us focused, organized, and deeply committed and connected to the identity and spirit of our Vermont Conference of the United Church of Christ.

TO all of these folks we offer our thanks and gratitude, and in service I move this resolution.

2009 8 Voted To accept the Resolution of Thanks by Rev. Susie Webster-Toleno.

The 214th Annual Meeting concluded at the close of worship.

Jean A. Daley, Scribe
Pat Heise, Assistant Scribe

FINANCIAL DOCUMENTS

For the

Annual Meeting

Vermont Conference, United Church of Christ

May 28 - 30, 2009

Please also see the Reports for the 2009 Annual Meeting for relevant reports from the Finance Committee, Board of Directors, and Conference treasurer

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

** revised May 20, 2009. Additional changes on pg 3, 4, and 5*

Introduction

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

IMPORTANT NOTE:

In addition to the motions normally presented by the Board of Directors relative to the 2010 budget, there is also a motion from the Board for the current year 2009 budget. This motion, if passed, will adjust the distribution of Basic Support for Our Church's Wider Mission for 2009. See page 3 for additional details.

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

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

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



Jim Thomas

Business Manager

Vermont Conference, UCC

Background Information for the Board of Directors Resolution Pertaining to the Current Year (2009) Budget

The current worldwide recession is impacting Conference finances. The Conference ended 2008 in the black, but income for 2009 is coming in at levels significantly below our projections. It seems unlikely that we will receive all the income we expected when delegates passed this budget at the 2008 Annual Meeting. The Finance Committee struggled with ascertaining realistic expectations for income for both this year and next year, and then sought to find ways to reduce expenses to compensate, so that the budget would stay in balance, as directed by the delegates.

During our interim time, prior to the call of our settled Conference Minister, we reduced staffing, cut expenses, and sought ways to increase our income; seeking to return the Conference to fiscal health and end a period of several years of overspending. This effort was successful, witnessed by our ending 2007 and 2008 with a surplus, while most Conferences had significant deficits. Despite that good work, the recession has forced additional changes to our budget. On the single page budget, Document "E", (see page 8) you can compare the 2009 budget approved at the 2008 Annual Meeting to the revised 2009 budget. The changes involve asking virtually every area to decrease expenses, while also being more realistic about anticipated income.

The most significant change is the one which will require a vote of Delegates, to wit: adjusting the distribution of Basic Support for Our Church's Wider Mission (OCWM). Currently, 55% of OCWM contributions are retained in Vermont, while 45% are forwarded to the national setting of the United Church of Christ (UCC). The Board recommendation (see page 6) is to adjust the percentages from 55/45 to 60/40, so that 60% of OCWM received is retained. This was a gut wrenching decision, one that the Finance Committee recommended to the Board with sadness and regret; seeing no other way to balance the 2009 budget.


While reducing our financial support of the UCC is unpalatable, it is perhaps overdue. The next page details OCWM giving to the UCC by all Conferences. On it, you will notice that only the Massachusetts and Connecticut Conferences* give more, on a percentage basis, to the

National setting than we do. Adjusting the split from 55/45 to 60/40 will keep us in the top five*, still a significant expression of covenant for our mutual ministries.

So, delegates at the 2009 Annual Meeting will be asked to revisit their vote taken at the 2008 Meeting in reference to the division of undesignated Basic Support for OCWM for 2009. The Board of Directors recommends that the division be adjusted from 55/45 to 60/40. The complete resolution is on page 6.

The budget for 2010 continues the recommended 60/40 division. The complete list of resolutions recommended by the Board of Directors relative to the 2010 Budget are on page 7.

** corrected verbiage above and chart (page 5) on May 20, 2009. Earlier versions contained some errors, most notable underreporting the % the Connecticut Conference sends to the UCC.*

		
CONFERENCE	OCWM retained by Conference in %	OCWM forwarded to UCC in %
CONNECTICUT	37	63
MASSACHUSETTS	40	60
VERMONT	55	45
HAWAII	59	41
CAL NEV SOUTH	60	40
NEW HAMPSHIRE	60	40
RHODE ISLAND	64	36
CENTRAL ATLANTIC	65	35
MINNESOTA	65	35
IOWA	68	32
MAINE	69	31
MICHIGAN	69	31
ILLINOIS SOUTH	70	30
PACIFIC NW	70	30
ROCKY MOUNTAIN	70	30
ILLINOIS	71	29
PENN CENTRAL	73	27
CENTRAL PACIFIC	75	25
MISSOURI MID S	75	25
SOUTHWEST	75	25
NEBRASKA	75	25
WISCONSIN	78	22
CAL NEV NORTH	80	20
MONTANA N WYOMING	80	20
SOUTH CENTRAL	80	20
FLORIDA	80	20
OHIO	81	19
INDIANA-KENTUCKY	81	19
KANSAS-OKLAHOMA	84	16
PENN WEST	85	15
SOUTH DAKOTA	87	13
NORTHERN PLAINS	87	13
NEW YORK	89	11
PENN NE	90	10
SOUTHEAST	90	10
SOUTHERN	90	10
PENN SE	92	8
CALVIN SYNOD		\$500.00

DOCUMENT F

**Resolution Recommended by the Board of Directors pertaining to the
Current Year (2009) Budget**

- 1 **1.) That the division of undesignated Basic Support for Our Church's Wider Mission**
- 2 **income for 2009 be adjusted to 60% for the Vermont Conference and 40% for the**
- 3 **United Church of Christ beyond Vermont.**

DOCUMENT G

**Resolutions Recommended by the Board of Directors
Pertaining to the 2010 Budget**

- 1 **1.) That the division of undesignated Basic Support for Our Church's Wider Mission**
2 **income for 2010 be 60% for the Vermont Conference and 40% for the United**
3 **Church of Christ beyond Vermont.**
- 4 **2.) That the Conference continue to encourage a Basic Support for Our Church's**
5 **Wider Mission goal for each church of an amount equal to 10% of the amount of**
6 **each church's budget for current expenses. Further, a recommended challenge**
7 **goal is to increase that local church's ratio percentage by 1% per year.**
- 8 **3.) That the 2010 Vermont Per Capita be set at \$11.06. (Note: The association**
9 **portion of Per Capita is in addition to the Conference amount.)**
- 10 **4.) That the Board of Directors be authorized to adjust the 2010 operating budget as**
11 **unforeseen circumstances require, within the spending limits established in the**
12 **budget.**
- 13 **5.) That the Board of Directors be authorized to take funds from the unrestricted**
14 **reserves for any emergency deficit in 2010.**
- 15 **6.) That the churches be encouraged to pay Basic Support for Our Church's Wider**
16 **Mission and Per Capita at least quarterly.**
- 17 **7.) That the Conference adopt a 2010 Operating Budget of not more than \$778,447**
18 **in expense and not less than \$778,447 in income, with the goal of ending 2010**
19 **with a balanced budget.**

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

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

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

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

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

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

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

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

Vermont Conference United Church of Christ 2009-2010 Yearbook

										DOCUMENT E		
VERMONT CONFERENCE UNITED CHURCH OF CHRIST BUDGET 2009-2010												
										2009		
										2009		
										2010		
										Approved at Annual Meeting 2008		
										with BoD recommended changes		
										Presented to Annual Meeting 2009		
Acct #	Account Name	Operating	Special	Total	Operating	Special	Total	Operating	Special	Total		
INCOME												
General Income												
3002	Our Church's Wider Mission Basic Support	525,000		525,000	495,000		495,000	500,000		500,000		
3204	Vermont Gifts	30,000		30,000	17,000		17,000	17,000		17,000		
3212	Synod travel pool	4,500		4,500	4,500		4,500	4,500		4,500		
3300	Per Capita Income	149,200		149,200	147,325		147,325	149,000		149,000		
3405	Unrestricted Fund	54,325		54,325	54,325		54,325	50,647		50,647		
3502	Interest - Operating Checking	1,000		1,000	1,200		1,200	1,200		1,200		
3508	Restricted Fund - Income	2,400		2,400	2,400		2,400	2,400		2,400		
3507	Miscellaneous (inc Comstock)	5,014		5,014	5,014		5,014	0		-		
3604	Annual Meeting Income	2,500		2,500	32,000		32,000	32,000		32,000		
3404	Additional Draw Unrestricted Fund											
Transfers												
3503	Outdoor Ministries Fund Special Transfer		8,000	8,000		6,000	6,000		4,000	4,000		
	Dept. Mission Special Transfers			-			-			-		
9102	Atkinson Fund Income		1,400	1,400		1,400	1,400	2,000		2,000		
9104	Miller Fund Income		1,300	1,300		1,300	1,300	1,300		1,300		
Departmental Income												
0002	Dept. Church & Ministry Income	9,200	1,500	10,700	9,200	1,500	10,700	6,200	2,000	8,200		
0003	Dept. Mission Income	0		-	0		-	0		-		
0004	Dept. Christian Education Income	12,200		12,200	12,200		12,200	12,200		12,200		
0005	Dept. Stewardship Income	1		1	0		-					
	TOTAL INCOME	\$ 795,340	\$ 12,200	\$ 807,540	\$ 780,164	\$ 10,200	\$ 790,364	\$ 778,447	\$ 6,000	\$ 784,447		
EXPENDITURES												
3004	OCWM Basic Support to National	236,250		236,250	198,000		198,000	200,000		200,000		
4000	Dept. Church & Ministry	11,799	1,500	13,299	11,799	1,500	13,299	8,900	2,000	10,900		
5000	Dept. Mission	13,500		13,500	12,483		12,483	11,483		11,483		
6000	Dept. Christian Education	23,950	8,000	31,950	23,950	6,000	29,950	21,000	4,000	25,000		
7000	Dept. Stewardship	67,911		67,911	66,700		66,700	66,000		66,000		
7800	Comm. Theology & Ecumenism	6,195		6,195	6,195		6,195	3,000		3,000		
8000	Compensation of Staff	330,587		330,587	330,587		330,587	338,564		338,564		
8243	Staff Travel & Expenses	42,900		42,900	40,000		40,000	40,000		40,000		
8401	Conference Office Operations	39,798		39,798	38,000		38,000	37,500		37,500		
8550	Conference Operations	22,450		22,450	20,450		20,450	20,000		20,000		
8710	Annual Meeting Expenses				32,000		32,000	32,000		32,000		
9252	Atkinson Retreat Ctr. Expenses		2,700	2,700		2,700	2,700		0	0		
9800	Repayment to Unrestricted Fund									0		
	TOTAL EXPENDITURES	\$ 795,340	\$ 12,200	\$ 807,540	\$ 780,164	\$ 10,200	\$ 790,364	\$ 778,447	\$ 6,000	\$ 784,447		
	SURPLUS (DEFICIT)	\$ -	\$ -	\$ -	\$0	\$ -	\$ -	\$0	\$ -	\$ -		
								2009 Per Capita rate: \$10.63				
								2010 Per Capita rate: \$11.06				



Narrative Presentation of the 2010 Vermont Conference Budget

Income

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

Our Church's Wider Mission Basic Support **LINE 3002 _____ \$500,000**

Our Church's Wider Mission Basic Support is the largest source of income for the Vermont Conference. It reflects the generous support of most of our churches for the work of the Conference within Vermont and to the wider church. This year we seek to adjust the percentage of Basic Support division, with 60% of these contributions retained for use by the Conference, and 40% sent to support the work of the United Church of Christ.



The Conference uses its portion of these gifts to provide vital services and programs to our associations and local churches including placement assistance, Christian Education and youth ministry, stewardship development, and local mission. It also supports the Commission on Theology and Ecumenism, the Peace and Justice Center, the New England Economic Justice Conference, and much more.

Personnel and administrative costs are also supported by Basic Support giving.

Vermont Gifts **LINE 3204 _____ \$17,000**

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



Synod Travel Pool **LINE 3212 _____ \$4,500**



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 Associations and local churches who also contribute toward their delegates expenses. Beginning in 2010, we are level funding this expense – although Synod occurs

every two years, we are budgeting for ½ the projected cost each year to minimize up and down spikes in the budget.

Per Capita Income
LINE 3300 _____ **\$149,000**

Per Capita Income is one of the ways our churches demonstrate covenant. Historically it provides a vehicle for each church to provide a minimum level of support. The rate for 2009 is \$10.63 per member, with the associations assessing an additional amount. The amount increases each year based on the Consumer Price Index (CPI). For 2010, this results in a Per Capita rate of \$11.06.



\$10.63 per member, with the associations assessing an additional amount. The amount increases each year based on the Consumer Price

Unrestricted Fund
LINE 3405 _____ **\$50,647**

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



Interest on Operating Checking

LINE 3502 _____ **\$1,000**

Our checking account at Randolph National Bank earns interest throughout the year, which is used as general income. A portion of the

funds are in a money market account, which earns additional interest.

Restricted Fund Income
LINE 3508 _____ **\$2,400**

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

Annual Meeting Income
LINE 3604 _____ **\$32,000**

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

Additional Draw Unrestricted Fund
LINE 3404 _____ **\$0**

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

Miscellaneous Income
LINE 3507 _____ **\$0**

Income which is received during the fiscal year which is unplanned, and

has no other appropriate category, is assigned to this category.

**Outdoor Ministries Fund
Special Transfer
LINE 3503 _____ \$4,000**



An investment account holds the proceeds of the sale of Camp Wihakowi (the former Conference camp), and money is withdrawn from this account to meet our covenantal relationship with the Covenant Hills Camp and the Troy Annual Conference, UMC. Currently, the balance in this fund is well below \$40,000, and at the current draw it will be completely eliminated in a few years. To help prevent the fund from being completely depleted, while considering long term strategies, the budget this year draws less from the investment account than in past years, with the balance of the \$8,000 commitment to camping coming from the Christian Education Department's Operating budget.

**Atkinson Fund Transfer
LINE 9102 _____ \$1,400**

With the sale of the Atkinson Retreat Center, the proceeds, in accordance with the bequest, have been added to the existing Atkinson Investment Account. Mrs. Atkinson's wish was that the income from the combined investment would benefit the

Conference as well as two settings of the national UCC. This income is now unrestricted, differing from the past when it was to be used for the Retreat Center.

**Atkinson Miller Fund
Transfer
LINE 9104 _____ \$1,300**

This second investment account also provided income to support the Atkinson Retreat Center. With the Center now gone, this income is no longer designated for a specific use, and is thus unrestricted income for the Conference.

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

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



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

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

**Department of Christian
Education Income
LINE 0004 _____ \$12,200**

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



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

Expenditures

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



OCWM Basic Support to National **LINE 3004 _____ \$200,000**

The Vermont Conference sends 40% of all contributions to Basic Support for Our Church's Wider Mission (OCWM) to support the national and global work of the United Church of Christ. More than 50% of Our Church's Wider Mission funds sent to the UCC are spent on the assistance, expertise, tools and support needed



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

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

Department of Church and Ministry **LINE 4000 _____ \$8,900**

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

Department of Mission **LINE 5000 _____ \$11,483**

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. Many, maybe all, of our activities include both. During Annual Meeting, please see a more detailed budget narrative at DoM display space.

Department of Christian Education

LINE 6000 _____ \$23,950

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

Department of Stewardship

LINE 7000 _____ \$66,000

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

Commission on Theology and Ecumenism

LINE 7800 _____ \$3,000

The Vermont Conference Supports the Vermont Ecumenical Council each year. Together with eight other



Christian denominations, we: promote Christian Unity, ecumenical dialogue, and prayers for the whole of

Christ's church; encourage local cooperation and closer ties among churches; provide leadership in spreading Christian values throughout society; develop basic Christian understandings that lead to growth in spirituality and social justice; and distribute the Holy Bible to Vermont ministries.

Compensation of Staff

LINE 8000 _____ **\$338,564**

This section contains the salaries, housing allowances, pension, health and dental, life insurance, social security offset, continuing education and workers compensation insurance for the Conference Staff. This 2010 budget allows for expected increases in health benefit costs, and also a targeted 2% increase in salary.

Staff Travel and Expenses

LINE 8243 _____ **\$40,000**

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



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

UCC during the year for meetings and consultations.

Conference Office Operations

LINE 8401 _____ **\$37,500**

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



Conference Operations

LINE 8550 _____ **\$20,000**

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

Repayment to Unrestricted Fund

LINE 9800 _____ **\$0**

In the event that any funds are drawn from the Unrestricted Fund in excess of that allowed by the approved operating budget, this line would show the repayment plan. See page 3 for more detail.

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

PASS THROUGH ACCOUNTS

Christmas Fund

Description: Contributions to the Christmas Fund (Veterans of the Cross) are placed in this account as they are received by the churches and forwarded periodically 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 periodically 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. Beginning in 2008, 100% of the collected funds are forwarded to the National setting.

Hunger Fund

Description: Contributions to the Hunger Action offering are placed in this account as they are received from churches. 25% is transferred to income account #1322 Hunger for Vermont Cash and the remaining 75% is 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 periodically to the UCC.

Directed Gifts - Others Fund

Description: Contributions from churches that are earmarked for non-UCC agencies such as Church World Service, Heifer Project etc are placed in this account as they are received from the churches. These contributions are forwarded periodically to the representative agencies.

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 periodically to the UCC.

Peace Offering

Description: Contributions to the Just Peace Appeal offering are placed in this account as they are received from the churches. 1/3 is transferred to the Vermont Peace Projects Cash Fund, and the remaining 2/3 is periodically forwarded to the UCC.

**Dillard University Henderson
Scholarship**

Description: This account was established to hold contributions to the Henderson Scholarship we are establishing at Dillard. Since 2004 contributions have been sent directly to Dillard as received (usually 1/2 of Annual Meeting Offering)

Covenant Hills Scholarship

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

Covenant Hills Donations

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

Atkinson Retreat Donations

Description: This is a temporary holding account for donations received for the Atkinson Retreat Center before forwarding. *(this account will be closed during 2009)*

Miller Fund

Description: This is a temporary holding account for interest received from the Miller memorial investment funds which is then forwarded to the Atkinson Retreat Center. *(this account will be reclassified as unrestricted income during 2009)*

Atkinson Memorial Fund

Description: This is a temporary holding account for designated interest received from the restricted memorial investment funds which is then forwarded to the Atkinson Retreat Center. *(this account will be reclassified as unrestricted income during 2009)*

Clough CD Interest

Description: This temporary holding account receives interest from two Certificates of Deposit to benefit the East Braintree/West Brookfield and Rochester

churches. The interest is forwarded when received.

Atkinson Endowment Donations

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

LOCAL PORTIONS OF NATIONAL OFFERINGS

Vermont Peace Projects Fund

Description: This account represents 1/3 of the Just Peace Appeal offering above retained by the Conference for use in Vermont. It is administered by the Department of Mission.

Vermont Strengthen the Church Fund

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

Vermont Hunger Fund

Description: This account represents 25% of the Hunger Fund offering above retained by the Conference for use in Vermont. It is administered by the Department of Mission.

Vermont Neighbors in Need

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

Department of Mission is exploring other methods to fund this ministry.

Ministry administers this fund in accordance with guidelines established by the UCC Parish Life and Leadership Ministry Team. (*Church and Ministry*)

ASSETS ADMINISTERED BY DEPARTMENTS:

Healing Committee Work Fund

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

Brown Convocation Fund

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

Fairbanks Education Board

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

Resource Center Fund

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

Continuing Education

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

VAST Bible Commentaries

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

Venture Fund

Description: This account holds funds which are the basis for fund raising for ministerial support. (*Church and Ministry*)

VAST Scholarship Fund

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

Brown Continuing Education Fund

Description: This account provides funds for continuing education for ordained clergy, bi-vocational, and licensed ministry training. The Department of Church and

Camp About FACE

Description: This account accepts donations to help fund Camp About FACE. (*Mission*)

New Initiative Fund

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

Camp Agape

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

Anti-Racism

Description: This account was funded originally by a \$10,000 grant. The Uprooting Racism Task Force encourages churches to explore what it means to be extravagantly welcoming and inclusive, and provides materials to assist churches in becoming multiracial and multicultural. This fund supports those efforts. It has since been the beneficiary of several additional grants. (*Mission*)

God is Still Speaking

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

Property Maintenance/Repair

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

ASSETS DISTRIBUTED BY CONFERENCE STAFF OR THE BOARD OF DIRECTORS:

Partners in Service

Description: This account was funded by grants from the State of Vermont, Department of Social and Rehabilitative

Services, to pay for salaries and expenses of a Program Coordinator. In 2008, the State decided to directly fund the Coordinator. (*this account will be closed during 2009*)

Fairbanks Board Relief

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

Ida Thorpe Scholarship

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

Gardner Cottle Fund

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

Ministerial Assistance Fund

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

Retired Minister’s Reserve

Description: This account represents income received from a John Sheldon trust fund held at Glens Falls National Bank. We are one of many beneficiaries of this account. It is used to assist retired ministers.

Comstock Book

Description: This account was created in 1999 by the Board of Directors by withdrawing \$5000 from the Unrestricted Fund. The purpose of this fund is to support the on-going project of recording information about the clergy who serve the Vermont Conference. (*this account will be closed during 2009*)

Special Projects Grant

Description: This account receives grants from the UCC to be used for specific purposes. The present residual is the remainder of a \$1,000 grant to study Abenaki culture.

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.

Lee Hunn Fund

Description: This account receives to assist the Partners in Service ministry. The PINS Staff requests use of this fund, subject to review by the Business Manager, when providing assistance through SRS.

Nutting History Book

Description: This account receives proceeds from the sale of *Becoming the United Church of Christ*, such income to be used to offset republication of said book.

Partnership Urban/Rural Church

Description: This account was created in 2001 to fund the linkage between urban and rural churches. Its purpose is to promote diversity in Vermont and partnerships between our rural churches and urban ones.

Manna Fund

Description: This account consists of contributions from individuals and churches and is used for structural assistance to small churches.

Stewardship Fund

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

Victims Support Fund

Description: This fund receives income from individual donations and churches. It is for the one time monetary support for the victims of abuse by clergy.

Disaster Planning Grant Fund

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

Conference Minister Search Committee

Description: This fund was established in 2007 by funds received from the former East Berkshire Congregational Church. The funds paid for expenses related to interviewing and calling a new Conference Minister. At the end of 2009, any remaining funds will be added to the Make A Difference investment account.

Make a Difference Grants

Description: This account holds the available grant money to be disbursed by the Make a Difference Grant Committee. The purpose of the program is support of

ministries in three categories – Caring for Clergy, Caring for Churches, and Caring for Community.

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 Banknorth Investment fund #6. The investment of the fund is under the direction of our TD Banknorth Financial Advisor as directed by the Vermont Conference Investment Committee. Money from this fund is withdrawn annually to provide income for the Conference budget in accordance with the four year trailing formula explained on page 3.

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

Atkinson Memorial Fund

Description: This account is formally the Catherine M. Bartlett Atkinson Memorial Fund. This money is invested in TD Banknorth 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 will be added to this account, and in accordance with Mrs. Atkinson's will, the income will be split between the Conference, Local Church Ministries (UCC) and Wider Church Ministries (UCC).

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

Congregational Woman's Home Missionary Union of Vermont

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

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

Fairbanks Board for Relief of Ministers

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

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

Fairbanks Education Board

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

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

Vermont Branch Women's Board Missions

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

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

The Outdoor Ministries Fund

Description: This account was created by the proceeds from the sale of Camp Wihakowi. Monies from this account are withdrawn annually to support Covenant Hills Camp. Current withdrawals exceed income, and the principle is decreasing. Beginning in 2009, support for Covenant Hills is being shifted to the Christian Education Department's operating budget while options are explored. This money is invested in TD Banknorth 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 Banknorth Investment Fund #8.

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

Make A Difference

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

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

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 breaks 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 Banknorth. The Loan Funds provide loans for affordable housing, community services, and sustainable economic development in Vermont. We are invested in two programs, The Vermont Community Loan Fund and the Rockingham Area Community Land Trust. They earn nominal interest. The total amount invested, as of January 2009, is \$29,960.83.

Investment Strategy: n/a

Vermont Conference United Church of Christ 2009-2010 Yearbook

Temporarily Restricted Assets	Beginning Balance	Ending Balance	Change During
	1/1/2008	12/31/2008	2008
Pass Through Accounts:			
Christmas Fund	\$0.00	\$0.00	0.00
One Great Hour of Sharing	\$0.00	\$0.00	0.00
Neighbors in need	\$0.00	\$0.00	0.00
Hunger fund	\$0.00	\$0.00	0.00
Directed gifts	\$0.00	\$0.00	0.00
Directed gifts others	\$0.00	\$0.00	0.00
Strengthen the church	\$0.00	\$0.00	0.00
Peace Offering	\$0.00	\$0.00	0.00
Dillard U-Henderson Sch.	\$0.00	\$1,694.48	1,694.48
Covenant Hills Scholarship	\$0.00	\$0.00	0.00
Covenant Hills Donation	\$0.00	\$0.00	0.00
Atkinson Retreat Donation	\$0.00	\$0.00	0.00
Miller Fund (benefits Atkinson Retreat)	\$0.00	\$796.11	796.11
Atkinson Memorial Fund	\$0.00	\$0.00	0.00
Local Portions of National Offerings:			
VT Peace projects (Mission)	\$294.55	\$294.55	0.00
VT Strengthen the Church (MAD)	\$1,214.04	\$2,922.69	1,708.65
VT Hunger (Mission)	\$199.32	\$265.07	65.75
VT Neighbors in Need	\$3,843.68	-\$114.04	(3,957.72)
Assets controlled by Departments:			
Healing committee workshop (C&M)	\$2,934.67	\$2,934.67	0.00
Fairbanks Education Board (C&M)	\$8,426.59	\$9,581.91	1,155.32
Continuing education (C&M)	\$777.62	\$432.07	(345.55)
Venture Fund (C&M)	\$3,885.97	\$3,885.97	0.00
Brown Continuing Education (C&M)	\$3,719.25	\$2,033.32	(1,685.93)
Brown Convocation Fund (C&M)	\$691.85	\$610.85	(81.00)
Resource Center Fund (CE)	\$1,458.99	\$1,578.94	119.95
VAST Bible Comm's (CE)	\$10.00	\$10.00	0.00
VAST Scholarships (CE)	\$3,441.00	\$3,706.00	265.00
Camp About Face (Mission)	\$2,102.00	\$2,411.67	309.67
New Initiative (Mission)	\$600.00	\$600.00	0.00
Camp Agape (Mission)	\$2,543.29	\$0.00	(2,543.29)
Anti-racism (Mission)	\$11,174.62	\$6,186.85	(4,987.77)
God is Still Speaking (Stewardship)	\$4,241.58	\$2,167.61	(2,073.97)
Property Maint/Repair (Stewardship)	\$1,200.00	\$1,200.00	0.00
Assets Distributed by Conference Staff or BoD			
Partners in service	\$9,163.53	\$19.89	(9,143.64)
Fairbanks Board Relief	\$8,509.49	\$9,598.96	1,089.47
Ida Thorp scholarship	\$4,180.52	\$5,216.65	1,036.13
Gardner Cottle Fund	\$888.14	\$1,095.76	207.62
Ministerial assistance fund	\$3,560.18	\$3,860.18	300.00
Restricted memorial interest	\$9,510.90	\$9,510.90	0.00
Retired ministers reserve	\$37,974.30	\$44,613.92	6,639.62
Comstock book	\$5,014.00	\$5,014.00	0.00
Special projects grant	\$865.50	\$865.50	0.00
Lobentine Fund	\$6,432.85	\$5,432.85	(1,000.00)
Lee Hunn Fund	\$1,645.13	\$1,645.13	0.00
Nutting history book	\$226.59	\$226.59	0.00
Partnership Urban/Rural Church	\$3,905.00	\$3,905.00	0.00
Manna	\$609.48	\$609.48	0.00
Stewardship Fund	\$0.00	\$0.00	0.00
Victims Support Fund	\$0.00	\$0.00	0.00
Disaster Plan	\$2,742.08	\$2,241.58	(500.50)
Conference Minister Search Cmte	\$18,176.79	\$5,592.24	(12,584.55)
Make a Difference Grant Committee	\$0.00	\$0.00	0.00
Total	\$166,163.50	\$142,647.35	(23,516.15)

REPORT OF THE REGISTRAR

Financial contributions from the churches total:

	2007	2008	Change in \$	Change in %
Basic Support	\$495,959	\$499,382	\$3,423	0.7%
Per Capita	\$143,568	\$145,434	\$1,866	1.3%
Vermont Gifts	\$15,047	\$13,708	-\$1,339	-8.9%
Neighbors in Need	\$32,955	\$28,512	-\$4,443	-13.5%
Christmas Fund	\$17,017	\$19,396	\$2,379	14.0%
Hunger Fund	\$316	\$263	-\$53	-16.8%
One Great Hour of Sharing	\$56,139	\$53,870	-\$2,269	-4.0%
Strengthen the Church	\$4,259	\$4,037	-\$222	-5.2%
Just Peace Appeal	\$50	\$0	-\$50	-100.0%
Directed Gifts	\$6,365	\$9,627	\$3,262	51.2%
Totals	\$771,675	\$774,229	\$2,554	0.33%

VT CONFERENCE GOALS FOR BASIC SUPPORT FROM LOCAL CHURCHES							
The Board of Directors recommends that the minimum goal for Basic Support from							
local churches be 10% of their current expenses. The Board further recommends							
a challenge goal for each church to increase its present percentage by 1% per year.							
Churches achieving either or both these goals for 2008 are noted in boldface type.							
Federated (F) and Dual Aligned (D) churches meet the minimum goal at 5%.							
		NUMBER	CURRENT	BASIC	BASIC	POINT	CHANGE
		UCC	EXPENSES	SUPPORT	AS % OF	2007	IN %
Ch. #	CHURCH	MEMBERS	2008	2008	2008	%	2007-2008
0020	Ascutney	74	71,177	2,400	3.4%	3.3%	0.1%
0035	Bakersfield/Fairfield	35	40,222		0.0%	0.0%	0.0%
0050	Barre	343	199,145	6,197	3.1%	3.1%	0.0%
0060	Barton - (F)	50	61,162	635	1.0%	3.1%	-2.1%
0070	Bellows Falls	64	36,657	700	1.9%	0.8%	1.1%
0075	Belvidere	16					
0090	Bennington	268	191,447	24,627	12.9%	17.9%	-5.1%
0100	Benson	31	40,858	200	0.5%	0.7%	-0.2%
0120	Berlin	94	60,688	1,000	1.6%	1.6%	0.0%
0125	East Bethel	19	8,580		0.0%	0.0%	0.0%
0130	Bethel - (F)	99	72,801	1,200	1.6%	1.6%	0.0%
0140	Bradford	75	33,142	2,538	7.7%	7.0%	0.7%
0160	Brandon	163	126,386	3,600	2.8%	6.9%	-4.0%
0170	Brattleboro, Centre	291	227,034	22,703	10.0%	10.4%	-0.4%
0190	Brattleboro, First	200	135,430	4,307	3.2%	3.8%	-0.7%
0200	Bridgewater	63	32,755	740	2.3%	2.4%	-0.2%
0220	Bristol - (F)	28	72,042	145	0.2%	0.1%	0.1%
0230	Brookfield	29	40,506	400	1.0%	0.0%	1.0%
0240	Brownington	48	32,758	4,072	12.4%	36.3%	-23.8%
0250	Burlington, College Street	298	308,058	27,508	8.9%	8.3%	0.6%
0260	Burlington, First	1050	594,863	19,850	3.3%	3.5%	-0.2%
0270	Cabot - (F)	44	66,961		0.0%	0.0%	0.0%
0300	Castleton - (F)	90	60,009	1,000	1.7%	0.0%	1.7%
0310	Charlotte	233	197,538	10,000	5.1%	4.9%	0.2%
0320	Chelsea - (F)	28	109,993	4,479	4.1%	2.9%	1.2%
0340	Colchester (Mallets Bay)	127	75,842	2,000	2.6%	2.3%	0.4%
0360	Cornwall	59	73,167	1,000	1.4%	1.5%	-0.1%
0370	Coventry		5,303		0.0%	0.0%	0.0%
0380	Craftsbury - (D)	40	91,371	500	0.5%	1.1%	-0.6%
0385	Shrewsbury - Community	30	44,212	316	0.7%	1.4%	-0.7%
0390	Danville	166	119,599	12,813	10.7%	9.2%	1.5%
0410	Dorset	251	265,003	8,000	3.0%	3.8%	-0.8%

		NUMBER	CURRENT	BASIC	BASIC		POINT
		UCC	EXPENSES	SUPPORT	AS % OF		CHANGE
Ch. #	CHURCH	MEMBERS	2008	2008	CURRENT	2007	IN %
					2008	%	2007-2008
0420	<i>Dummerston</i>	62	71,411	6,000	8.4%	8.4%	0.0%
0430	<i>Duxbury</i>		0				
0440	East Arlington - (F)	71	166,540	1,586	1.0%	1.8%	-0.8%
0480	East Braintree/W Brookfield	7	1,216		0.0%	0	0.0%
0490	<i>East Brookfield</i>	29	15,793	1,000	6.3%	6.3%	0.0%
0500	East Burke	51	26,650	300	1.1%	0.5%	0.6%
0510	East Charleston	20	20,439	500	2.4%	1.6%	0.8%
0520	<i>East Corinth</i>	108	51,944	2,914	5.6%	8.2%	-2.6%
0550	<i>East Hardwick</i>	15	7,573		0.0%	0.0%	0.0%
0557	East Montpelier, OMH (F)	108	118,556	4,000	3.4%	3.4%	-0.1%
0560	East St. Johnsbury Third	34	35,807		0.0%	0.0%	0.0%
0570	<i>Eden Mills</i>		0				
0590	Essex Junction	477	240,542	16,335	6.8%	5.6%	1.2%
0600	Fair Haven	148	125,270	3,069	2.4%	3.3%	-0.8%
0650	Grafton - (D)	38	67,375		0.0%	0.6%	-0.6%
0660	Granby	20	1,200		0.0%	0.0%	0.0%
0670	<i>Greensboro</i>	113	96,064	4,000	4.2%	4.3%	-0.1%
0690	Guilford	142	125,401	3,900	3.1%	1.9%	1.2%
0695	Hancock/Granville	41	19,859				
0700	Hardwick - (F)	7	89,962	1,241	1.4%	1.3%	0.0%
0710	Hartford	138	92,187	1,500	1.6%	1.5%	0.1%
0720	Hartland	143	101,379	7,159	7.1%	5.5%	1.6%
0730	Hinesburg - (F)	74	96,670	1,200	1.2%	1.3%	-0.1%
0750	Hubbardton	34	16,400	250	1.5%	2.1%	-0.6%
0760	Hyde Park	110	63,792	1,000	1.6%	1.6%	0.0%
0770	<i>Irasburg - (F)</i>	46	38,035		0.0%	0.0%	0.0%
0800	Jamaica - (D)	4	43,219	155	0.4%	0.3%	0.0%
0810	Jeffersonville	68	82,961	1,312	1.6%	4.4%	-2.9%
0850	Londonderry	111	142,682	4,628	3.2%	3.5%	-0.2%
0870	<i>Lower Waterford</i>	15	19,423		0.0%	0.0%	0.0%
0880	Ludlow - (F)	75	55,118		0.0%	0.0%	0.0%
0910	Lyndonville	118	70,519	2,200	3.1%	2.7%	0.4%
0920	McIndoe Falls	15	0				
0930	Manchester	264	371,194	15,000	4.0%	3.7%	0.3%

		NUMBER	CURRENT	BASIC	BASIC		POINT
		UCC	EXPENSES	SUPPORT	AS % OF		CHANGE
Ch. #	CHURCH	MEMBERS	2008	2008	CURRENT	2007	IN %
					2008	%	2007-2008
0940	<i>Marlboro</i>	26	22,182		0.0%	0.0%	0.0%
0950	Marshfield - (F)	14	15,228	500	3.3%	1.9%	1.4%
0960	Middlebury	264	242,636	15,000	6.2%	6.2%	0.0%
0980	Milton - (F)	164	186,490		0.0%	0.0%	0.0%
0990	Montpelier, Bethany	215	257,474	13,960	5.4%	5.5%	-0.1%
1010	<i>Morrisville</i>	127	73,236	1,650	2.3%	2.9%	-0.7%
1020	Newbury	82	56,914	745	1.3%	0.3%	1.0%
1030	Newfane	75	97,731	1,200	1.2%	1.0%	0.2%
1040	<i>New Haven</i>	55	30,070	200	0.7%	0.7%	-0.1%
1050	Newport - (F)	182	133,903	7,285	5.4%	5.0%	0.4%
1060	North Bennington	36	78,442	700	0.9%	0.9%	0.0%
1070	Northfield - (F)	89	96,335	2,750	2.9%	3.0%	-0.2%
1080	North Hyde Park	45	9,082	250	2.8%	2.1%	0.6%
1090	North Pomfret	77	79,695	3,000	3.8%	3.7%	0.1%
1115	Thetford, United - (F)	40	61,413	1,000	1.6%	1.3%	0.3%
1130	Norwich	306	275,830	16,000	5.8%	5.1%	0.7%
1140	Orleans Federated - (D)	57	43,857	150	0.3%	0.0%	0.3%
1160	<i>Pawlet - (D)</i>	61	55,135	400	0.7%	0.1%	0.6%
1175	<i>Perkinsville</i>	23	38,345		0.0%	0.0%	
1180	<i>Peru</i>	59	19,000		0.0%	0.0%	
1190	<i>Pittsfield - (F)</i>	46	55,055	1,994	3.6%	4.5%	-0.9%
1200	<i>Pittsford</i>	117	86,671	4,600	5.3%	5.3%	0.0%
1210	<i>Post Mills</i>	59	41,562	2,000	4.8%	4.8%	0.0%
1220	<i>Putney, United - (F)</i>	30	40,654	650	1.6%	1.5%	0.1%
1230	Quechee	48	85,709	1,500	1.8%	1.9%	-0.2%
1240	Randolph, Bethany	269	268,542	16,000	6.0%	5.8%	0.1%
1250	Randolph Center	26	20,001	2,600	13.0%	19.3%	-6.3%
1260	<i>Richmond</i>	343	150,847	8,000	5.3%	5.3%	0.0%
1270	Rochester - (F)	153	118,504	7,153	6.0%	1.9%	4.1%
1280	Roxbury	7	12,500		0.0%	0.0%	0.0%
1290	Royalton	18	11,537	100	0.9%	0.7%	0.1%
1300	<i>Rupert</i>	45	33,723		0.0%	0.0%	0.0%
1310	Rutland	875	728,685	52,000	7.1%	7.7%	-0.6%
1320	St. Albans	100	154,900		0.0%	0.0%	0.0%
1330	St. Johnsbury, North	243	168,947	7,353	4.4%	7.6%	-3.2%
1340	St. Johnsbury, South	145	113,984	1,381	1.2%	1.1%	0.1%
1360	<i>Salisbury</i>	58	6,740				
1370	Saxtons River - (F)	73	70,785	500	0.7%	1.4%	-0.6%
1380	Sharon	129	61,880	5,344	8.6%	5.6%	3.1%
1390	Sherburne	14	16,778		0.0%	0.9%	-0.9%

		NUMBER	CURRENT	BASIC	BASIC		POINT
		UCC	EXPENSES	SUPPORT	AS % OF	2007	CHANGE
Ch. #	CHURCH	MEMBERS	2008	2008	CURRENT	%	2007-2008
1400	<i>Shoreham</i>	41	46,180		0.0%	0.0%	0.0%
1410	<i>Simonsville</i>	5	0				
1420	<i>South Hero</i>	201	117,900	4,700	4.0%	4.0%	0.0%
1430	<i>South Royalton - (D)</i>	53	57,050		0.0%	0.0%	0.0%
1450	<i>South Wardsboro</i>	7	2,010		0.0%	0.0%	0.0%
1460	<i>South Woodbury</i>	12	1,345		0.0%	0.0%	0.0%
1470	Springfield	229	187,048	12,166	6.5%	3.6%	2.9%
1480	<i>Strafford - (D)</i>	43	118,677	1,000	0.8%	0.6%	0.2%
1490	<i>Sudbury</i>	9	100		0.0%	0.0%	0.0%
1510	Thetford, First	131	123,254	2,750	2.2%	0.0%	2.2%
1520	<i>Townshend - (D)</i>	34	50,727	550	1.1%	2.1%	-1.0%
1540	<i>Tunbridge</i>	25	11,245		0.0%	0.0%	0.0%
1550	<i>Tyson</i>	27	0				
1560	Underhill - (F)	105	78,766	4,284	5.4%	7.9%	-2.5%
1570	<i>Vergennes</i>	162	147,146	3,987	2.7%	2.9%	-0.2%
1580	Waitsfield	115	93,887	2,000	2.1%	0.7%	1.4%
1600	<i>Warren</i>	95	86,567	5,400	6.2%	6.2%	0.0%
1610	<i>Waterbury</i>	192	148,744	12,220	8.2%	7.7%	0.5%
1620	<i>Waterville - (F)</i>	36	40,135	1,155	2.9%	2.9%	0.0%
1640	Weathersfield	23	17,251	1,600	9.3%	7.6%	1.6%
1650	<i>Wells River</i>	70	89,160	3,365	3.8%	6.9%	-3.2%
1670	<i>West Dover</i>	43	100,619	3,000	3.0%	4.3%	-1.3%
1675	<i>West Fairlee, Congregational</i>	25					
1680	<i>West Fairlee, Center</i>	15	2,011		0.0%	9.3%	-9.3%
1690	<i>Westfield</i>	10					
1700	<i>Westford - (F)</i>	14	15,000				
1730	<i>Westminster First</i>	59	45,140	350	0.8%	0.6%	0.2%
1740	<i>Westminster West</i>	41	58,106	1,000	1.7%	2.9%	-1.2%
1750	Westmore	36	43,890	500	1.1%	0.0%	1.1%
1760	<i>West Newbury</i>	64	70,000	1,050	1.5%	1.6%	-0.1%
1770	<i>West Rutland</i>	17	31,075	125	0.4%	0.3%	0.1%
1790	<i>Weybridge</i>	94	61,949	4,700	7.6%	7.2%	0.4%
1820	Williamstown - (F)	64	41,076	3,503	8.5%	0.0%	8.5%
1830	Williston - (F)	415	125,918	8,130	6.5%	5.7%	0.7%
1840	<i>Wilmington</i>	20	42,599		0.0%	1.2%	-1.2%
1850	<i>Windham</i>	34	17,288	750	4.3%	3.5%	0.9%
1860	<i>Windsor</i>	134	119,206	1,358	1.1%	2.8%	-1.6%
	totals:	14,607	12,281,961	497,785			
	<i>Data for churches in italics are estimates due to current expenses or membership numbers not received by Conference office. In that case, the most recent available data is shown.</i>						

**Vermont Conference
Five for Five Churches
2008**

church #	church name						TOTAL	TOTAL
		OCWM	OGHS	CF	NIN	STC	SP SUPPORT	SUPPORT
820070	BELLOWS FALLS, UNITED CHURCH	700.00	402.00	213.40	131.00	100.00	846.40	1,546.40
820160	BRANDON, CONGREGATIONAL CHURCH	3,600.36	113.00	38.00	113.00	38.00	302.00	3,902.36
820310	CHARLOTTE, CONGREGATIONAL CHURCH	10,000.00	445.00	386.00	882.00	245.00	1,958.00	11,958.00
820390	DANVILLE, CONGREGATIONAL	12,813.00	575.00	959.04	652.00	354.00	2,540.04	15,353.04
820410	DORSET, UNITED CHURCH	8,000.00	600.00	554.00	584.75	132.00	1,870.75	9,870.75
820490	EAST BROOKFIELD, CONGREGATIONAL	1,000.00	269.11	111.00	146.00	117.00	643.11	1,643.11
820600	FAIR HAVEN, FIRST CONGREGATIONAL	3,068.56	220.00	41.00	82.00	116.85	459.85	3,528.41
820670	GREENSBORO, UNITED CHURCH OF CHRIST	4,000.00	581.00	205.00	435.00	379.00	1,600.00	5,600.00
820800	JAMAICA COMMUNITY CHURCH	155.00	114.03	183.50	107.83	85.99	491.35	646.35
820810	JEFFERSONVILLE, SECOND CONGREGATIONAL	1,312.27	462.18	306.00	208.00	313.90	1,290.08	2,602.35
821010	MORRISVILLE, FIRST CONGREGATIONAL CHURCH	1,650.00	295.22	243.00	134.75	130.00	802.97	2,452.97
821020	NEWBURY, FIRST CONGREGATIONAL	744.86	400.40	160.52	370.00	81.50	1,012.42	1,757.28
821070	NORTHFIELD, UNITED CHURCH	2,750.00	358.55	151.00	373.00	167.75	1,050.30	3,800.30
821200	PITTSFORD, CONGREGATIONAL CHURCH	4,600.00	160.35	500.00	166.00	138.00	964.35	5,564.35
821260	RICHMOND, CONGREGATIONAL CHURCH	8,000.00	455.00	289.00	261.00	78.00	1,083.00	9,083.00
821310	RUTLAND, GRACE CONGREGATIONAL CHURCH	52,000.00	3,582.43	2105.00	2,085.00	999.50	8,771.93	60,771.93
821420	SOUTH HERO, CONGREGATIONAL	4,700.00	1,514.12	2014.78	951.00	302.00	4,781.90	9,481.90
821650	WELLS RIVER, CONGREGATIONAL	3,365.00	650.00	140.00	312.00	193.00	1,295.00	4,660.00
TOTAL		\$122,459.05	\$11,197.39	\$8,600.24	\$7,994.33	\$3,971.49	\$31,763.45	\$154,222.50
	OCWM = Basic Support for Our Church's Wider Mission							
	OGHS = One Great Hour of Sharing							
	CF = Christmas Fund							
	NIN = Neighbors in Need							
	STC = Strengthen the Church							

Vermont Conference, UCC

Financial Statements

December 31, 2008 and 2007

Independent Auditors' Report

Julow & Weltin PLC
Certified Public Accountants

Vermont Conference U.C.C.

December 31, 2008 and 2007

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Independent Auditors' Report

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

We have audited the accompanying statements of financial position of Vermont Conference of the United Church of Christ as of December 31, 2008 and 2007, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the management of Vermont Conference of the United Church of Christ. Our responsibility is to express an opinion on these financial statements based on our audits.

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

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Vermont Conference of the United Church of Christ as of December 31, 2008 and 2007, and the changes in its net assets and its cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

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

Julow & Welton PLC
Certified Public Accountants

May 4, 2009
License Number 92-0000148

Vermont Conference United Church of Christ 2009-2010 Yearbook
Vermont Conference U.C.C.
Statements of Financial Position
December 31, 2008 & 2007

Exhibit A

Assets

	<u>12/31/08</u>	<u>12/31/07</u>
Current Assets		
Cash - Checking & Savings	\$ 99,472	\$ 104,549
Investments, at fair value		
Unrestricted	931,247	1,305,411
Conference Minister's Loan	15,000	-
Outdoor Ministries	35,617	42,830
Make A Difference	83,863	118,924
Endowment	<u>528,635</u>	<u>552,248</u>
Total Investments	<u>1,594,362</u>	<u>2,019,413</u>
Land & Office Building, at cost	506,513	506,513
Accumulated depreciation	<u>(31,825)</u>	<u>(22,995)</u>
	<u>474,688</u>	<u>483,518</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>\$ 2,200,809</u>	<u>\$ 2,639,767</u>

Liabilities and Net Assets

	<u>12/31/08</u>	<u>12/31/07</u>
Current Liabilities		
Income held for churches	\$ 7,279	\$ 6,273
Current maturities of mortgage loan	<u>12,150</u>	<u>11,500</u>
Total Current Liabilities	<u>19,429</u>	<u>17,773</u>
Mortgage loan, less current maturities	<u>190,436</u>	<u>202,066</u>
Net Assets		
Unrestricted	1,167,894	1,507,134
Temporarily restricted	294,415	360,546
Permanently restricted	<u>528,635</u>	<u>552,248</u>
Total Net Assets	<u>1,990,944</u>	<u>2,419,928</u>
Total Liabilities and Net Assets	<u>\$ 2,200,809</u>	<u>\$ 2,639,767</u>

See accompanying notes to financial statements.

Vermont Conference United Church of Christ 2009-2010 Yearbook
Vermont Conference U.C.C.
Statements of Activities
Years Ended December 31, 2008 & 2007

Exhibit B

Unrestricted Net Assets

	<u>12/31/08</u>	<u>12/31/07</u>
Revenues		
Contributions and bequests:		
Churches - Basic Support	\$ 499,382	\$ 495,959
Individuals	13,708	15,047
Per capita dues	145,434	143,568
Church and Ministry	6,233	7,490
Christian Education	5,825	8,810
Stewardship	900	531
Other revenue	51,220	13,809
Investment earnings	28,588	26,786
Investment gains (losses)	<u>(338,988)</u>	<u>62,960</u>
 Subtotal	 412,302	 774,960
 Net assets released from restrictions (from Special Purpose accounts)	 <u>197,164</u>	 <u>261,474</u>
 Total unrestricted revenues	 <u>609,466</u>	 <u>1,036,434</u>
 Expenses		
Basic Support to National	224,722	223,182
Supporting services	250,413	224,172
Program expenses:		
Ordained Ministers' Compensation & Expenses	195,600	195,857
Special Giving	134,091	141,625
Mission	54,451	111,990
Church and Ministry	13,260	11,485
Christian Education	51,976	51,822
Atkinson Retreat	-	2,832
Commission on Theology and Ecumenism	7,695	7,695
Other	7,668	4,057
Depreciation on building	<u>8,830</u>	<u>8,830</u>
 Total expenses	 <u>948,706</u>	 <u>983,547</u>
 Increase (Decrease) in unrestricted net assets	 <u>\$ (339,240)</u>	 <u>\$ 52,887</u>

See accompanying notes to financial statements.

Statements of Activities (continued)

Exhibit B**Temporarily Restricted Net Assets**

	<u>12/31/08</u>	<u>12/31/07</u>
Revenues		
Contributions	\$ 183,307	\$ 214,586
Other	(1,900)	7,397
Investment earnings	4,473	7,617
Investment gains (losses)	<u>(46,847)</u>	<u>436</u>
Total revenues	139,033	230,036
Net assets released from restrictions	(197,164)	(261,474)
Transfers from investments	<u>(8,000)</u>	<u>(8,000)</u>
Increase (Decrease) in temporarily restricted net assets	<u>\$ (66,131)</u>	<u>\$ (39,438)</u>

Permanently Restricted Net Assets

Revenues		
Investment earnings	\$ 23,050	\$ 25,481
Investment gains (losses)	<u>(24,846)</u>	<u>8,276</u>
Total revenues	(1,796)	33,757
Required distributions of earnings	<u>(21,817)</u>	<u>(25,934)</u>
Increase (Decrease) in permanently restricted assets	<u>\$ (23,613)</u>	<u>\$ 7,823</u>

Increase in Net Assets	(428,984)	21,272
Net Assets - beginning of year	<u>2,419,928</u>	<u>2,398,656</u>
Net Assets - end of year	<u>\$ 1,990,944</u>	<u>\$ 2,419,928</u>

See accompanying notes to financial statements.

Vermont Conference United Church of Christ 2009-2010 Yearbook
Vermont Conference U.C.C.
Statements of Cash Flows
Years Ended December 31, 2008 & 2007

Exhibit C

	<u>12/31/08</u>	<u>12/31/07</u>
Operating activities		
Change in net assets	\$ (428,984)	\$ 21,272
Adjustments to reconcile net assets to net cash provided by operating activities:		
Depreciation - building & equipment	8,830	8,830
Investment (gains) losses	385,835	(63,396)
Grant / Loan to Malletts Bay church forgiven	-	-
Increase (Decrease) in payables	1,006	1,223
(Increase) Decrease in permanently restricted net assets	<u>23,613</u>	<u>(7,823)</u>
Net cash flows to operating activities	<u>(9,700)</u>	<u>(39,894)</u>
Investing activities		
Net transfers from investments in excess of interest & dividends earned by investments	<u>15,603</u>	<u>20,121</u>
Net cash provided by investing activities	<u>15,603</u>	<u>20,121</u>
Financing activities		
Principal payments on mortgage loan	<u>(10,980)</u>	<u>(10,270)</u>
	<u>(10,980)</u>	<u>(10,270)</u>
Net increase (decrease) in cash	(5,077)	(30,043)
Cash - beginning of year	<u>104,549</u>	<u>134,592</u>
Cash - end of year	<u>\$ 99,472</u>	<u>\$ 104,549</u>
Mortgage interest paid	<u>\$ 15,731</u>	<u>\$ 16,441</u>

See accompanying notes to financial statements.

Exhibit D

Note 1 – Operations and Summary of Significant Accounting Policies

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

Financial Statement Presentation

In accordance with Statement of Financial Accounting Standards No. 117, “Financial Statements of Not-for-Profit Organizations,” the Conference reports information regarding its financial position and activities according to three classes of net assets; unrestricted, temporarily restricted and permanently restricted.

Statement of Cash Flows

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

Donated Materials

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

Donated Services

During the years ended December 31, 2008 and 2007, no services were contributed that meet the accounting criteria for recognition in the financial statements.

Contributions

Under Statement of Financial Accounting Standards No. 116, “Accounting for Contributions Received and Contributions Made,” contributions received are to be recorded as unrestricted, temporarily restricted or permanently restricted support depending on the existence and/or nature of any donor restrictions. Restricted net assets are to be reclassified to unrestricted net assets upon satisfaction of the time or purpose restrictions.

Investments

Under Statement of Financial Accounting Standards No. 124, “Accounting for Certain Investments Held by Not-for-Profit Organizations,” investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets.

Use of Estimates

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

Property and Equipment

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

Income Tax Status

The Conference is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code.

Note 2 – Operating Lease Commitment

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

Note 3 – Mortgage / Interest Expense

Early in 2005, construction of the Conference's new office building was completed; and its construction loan was converted into a fifteen-year mortgage loan. Monthly payments of \$2,225.88, including interest fixed at 7.5%, are due through 2020. The loan is collateralized by the real estate. Maturities of long-term debt over the next five years follow: 2009 - \$12,150, 2010 - \$12,861, 2011 - \$13,725, 2012 - \$14,655 and 2013 - \$15,685. Interest expense for the years ended December 31, 2008 and 2007 were \$15,731 and \$16,441, respectively.

Note 4 – Other Assets and Related Contingent Liability

Covenant Hills

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

Note 5 – 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, 2008 and 2007 were \$30,391 and \$30,774, respectively.

Note 6 - Investments

Investments are stated at fair value and are summarized below as of December 31, 2008 & 2007:

	<u>12/31/08</u>	<u>12/31/07</u>
Money Market Fund	\$ 93,895	\$ 103,353
Bonds and Bond Funds	813,761	931,012
Stocks and Stock Funds	641,743	955,048
Notes Receivable	<u>44,963</u>	<u>30,000</u>
 Total	 <u>\$1,594,362</u>	 <u>\$2,019,413</u>

The following schedule summarizes the investment return in the statements of activities for the years ended December 31, 2008 and 2007:

December 31, 2008	Temporarily Permanently			<u>Total</u>
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>	
Dividends and interest	\$ 37,948	\$ 5,626	\$ 27,340	\$ 70,914
Less investment fees	(9,360)	(1,153)	(4,290)	(14,803)
Investment gains (losses)	<u>(338,988)</u>	<u>(46,847)</u>	<u>(24,846)</u>	<u>(410,681)</u>
 Total Return	 <u>\$(310,400)</u>	 <u>\$ (42,374)</u>	 <u>\$ (1,796)</u>	 <u>\$(354,570)</u>

Total Return as a percentage of fair market value, adjusted for withdrawals during the year **(18.0)%**

December 31, 2007	Temporarily Permanently			<u>Total</u>
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>	
Dividends and interest	\$ 37,037	\$ 8,851	\$ 29,757	\$ 75,645
Less investment fees	(10,251)	(1,234)	(4,276)	(15,761)
Investment gains (losses)	<u>62,960</u>	<u>436</u>	<u>8,275</u>	<u>71,671</u>
 Total Return	 <u>\$ 89,746</u>	 <u>\$ 8,053</u>	 <u>\$ 33,756</u>	 <u>\$ 131,555</u>

Total Return as a percentage of fair market value, adjusted for withdrawals during the year **6.8%**

Note 7 – Temporarily Restricted Net Assets

Temporarily restricted net assets consist of contributions made to the Conference that must be used for specific purposes that have been stipulated by the donors. When the funds are used for the purposes stipulated, they are recorded as an expense in unrestricted net assets and also as net assets released from restrictions in both the unrestricted and temporarily restricted net assets. Temporarily restricted net consist of the following at December 31, 2008 and 2007.

	<u>12/31/08</u>	<u>12/31/07</u>
Wihakowi Fund	\$ 35,617	\$ 42,830
Vermont Make A Difference	83,863	118,924
Covenant Hill Fund	25,000	25,000
Community Loan Fund	7,287	7,287
Various contributions restricted for special purposes	<u>142,648</u>	<u>166,505</u>
	<u>\$ 294,415</u>	<u>\$ 360,546</u>

Note 8 – Permanently Restricted Net Assets

Permanently restricted net assets consist of the following:

	<u>12/31/08</u>	<u>12/31/07</u>
Restricted Funds for benefit of churches – Exhibit F	\$ 217,378	\$ 217,378
Designated and memorial funds – Exhibit G	142,374	142,374
Increase in investment accounts	<u>14,027</u>	<u>30,596</u>
Subtotal – Exhibit K	373,779	390,348
Fairbanks Board For The Relief of Ministers – Exhibit K	33,388	34,782
Atkinson Memorial Fund – Exhibit K	40,325	42,730
Congregational Women’s Home Mission – Exhibit K	23,569	23,778
Vermont Branch Women’s Board of Mission – Exhibit K	27,230	28,617
Fairbanks Education Board – Exhibit K	<u>26,522</u>	<u>28,171</u>
Subtotal	<u>524,813</u>	<u>548,426</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 Permanently Restricted Assets	<u>\$ 528,635</u>	<u>\$ 552,248</u>

Vermont Conference United Church of Christ 2009-2010 Yearbook
 Vermont Conference U.C.C.

Schedule of General and Special Purpose
 Revenues and Expenditures
 Year Ended December 31, 2008

Exhibit E

	<u>General</u>	<u>Special</u>	<u>Total</u>
Support and Revenues			
Basic support from churches	\$ 499,382		\$ 499,382
Vermont Gifts	13,708		13,708
Per capita dues	145,434		145,434
Church and Ministry	6,233		6,233
Christian Education	5,825		5,825
Stewardship	900		900
Outdoor Ministries income		8,000	8,000
Other support and revenue	51,220		51,220
Special Purpose revenues		175,307	175,307
Transfers from unrestricted investments	<u>48,764</u>		<u>48,764</u>
 Total Support and Revenues	 <u>771,466</u>	 <u>183,307</u>	 <u>954,773</u>
 Expenditures and Transfers			
Basic Support to National	224,722		224,722
Department of Church & Ministry	8,043	5,217	13,260
Department of Mission	14,339	40,112	54,451
Department of Christian Education	22,595	10,660	33,255
Department of Stewardship	65,765		65,765
Commission on Theology and Ecumenism	7,695		7,695
Compensation of Staff	298,137		298,137
Staff Travel and Expenses	26,379		26,379
Office Operations	40,209		40,209
Conference Board and Annual Meeting	45,807		45,807
Special Support		134,091	134,091
Other Special Purpose Expenses		<u>7,084</u>	<u>7,084</u>
 Total Expenditures	 <u>753,691</u>	 <u>197,164</u>	 <u>950,855</u>
 Surplus (Deficit)	 <u>\$ 17,775</u>	 <u>\$ (13,857)</u>	 <u>\$ 3,918</u>

Reconciliation to Exhibit B

Surplus (Deficit) - see above	\$ 17,775	\$ (13,857)
Investment earnings & gains (losses)	(310,401)	(42,374)
Transfers from investments	(48,764)	(8,000)
Expenditure from investments	-	(1,900)
Depreciation on building	(8,830)	-
Principal payments on mortgage	<u>10,980</u>	<u>-</u>
	 <u>\$ (339,240)</u>	 <u>\$ (66,131)</u>

Vermont Conference United Church of Christ 2009-2010 Yearbook
Vermont Conference U.C.C.
Restricted Funds For Benefit Of Churches
December 31, 2008

Exhibit F

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

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

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

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

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

Vermont Conference United Church of Christ 2009-2010 Yearbook
Vermont Conference U.C.C.
Designated And Memorial Funds
December 31, 2008

Exhibit G

Chauncey A. Adams Memorial	\$ 2,052
Albany Congregational Church Memorial	244
William Ballard Grust	1,129
Sarah L. Bishop	500
Lydia M. Blood Memorial	9,982
robert Clark Fund	3,000
Dr. and Mrs. D. F. Colledge Memorial (Continuing Education)	8,474
Gardner D. Cottle (Discretionary Fund)	5,000
Amy M. Davis Bequest (Vt. Women's Fellowship)	700
Martha G. Durkee Fund of Sheldon	7,000
Essex Center Calvinistic Congregational Endowment	1,916
Earl H. and Clara B. Fisher Bequest (Vt. Women's Fellowship)	827
Mary L. & Mary M. Fletcher Memorial	1,000
Georgia Congregational Church Memorial (Basic Support)	1,750
George H. and Mary F. Gilmore Memorial	500
Elvira M. Gorham Memorial Fund (Vt. Women's Fellowship)	2,400
Walker T. Hawley Memorial fund (Continuing Education)	1,090
Charles D. and Abbie Coleman Hazen Memorial	2,500
Charles Jarvis (Weathersfield Bow)	1,750
Marie E. McMaster Memorial	1,906
Dr. Hal C. Miller Memorial	500
Dr. Hal C. Miller Memorial (Atkinson Retreat Center)	16,600
Alice E. Newton Memorial	9,775
Scudder Parker Mermorial	800
Milton Pinsker Memorial	1,431
Phelps Endowment Memorial (West Townshend)	782
Philip T.H. Pierson Memorial	2,250
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
	2,000
 Total Designated And Memorial Funds	 \$ 142,374

Vermont Conference United Church of Christ 2009-2010 Yearbook
 Vermont Conference U.C.C.
 Unrestricted Account
 Exhibit H
 12/31/08

Schedule of Investments

	<u>Market Value</u>	<u>Cost</u>
Money Market Account	\$ 60,404	\$ 64,849
Equities	560,065	730,928
Bonds and Bond Mutual Funds	280,815	284,153
Commercial Installment Note	<u>29,963</u>	<u>29,963</u>
Balance 12/31/08	<u>\$ 931,247</u>	<u>\$ 1,109,893</u>

Schedule of Investment Activity

Balance 12/31/07	\$ 1,305,411
Investment income	37,948
Loss on sales of investments	(37,753)
Unrealized Loss	(301,235)
Transfers to the operating checking account	(48,764)
Loan to Minister	(15,000)
Fees to Stratevest	<u>(9,360)</u>
Balance 12/31/08	<u>\$ 931,247</u>
Investment rate of return for the year	<u>-24.3%</u>

Vermont Conference United Church of Christ 2009-2010 Yearbook
 Vermont Conference U.C.C.
 Outdoor Ministries
 Exhibit I
 12/31/08

Schedule of Investments

	<u>Market Value</u>	<u>Cost</u>
Money Market Account	\$ 1,191	\$ 1,191
Equities	13,308	20,121
Bonds and Bond Mutual Funds	11,118	10,971
Deposit in transit	<u>10,000</u>	<u>10,000</u>
Balance 12/31/08	<u>\$ 35,617</u>	<u>\$ 42,283</u>

Schedule of Investment Activity

Balance 12/31/07	\$ 42,830
Investment income	1,532
Loss on sales of investments	(931)
Unrealized Loss	(9,526)
Trustee fees	(288)
Transfer from unrestricted account	10,000
Transfers to the operating checking account	<u>(8,000)</u>
Balance 12/31/08	<u>\$ 35,617</u>
Investment rate of return for the year	<u>-23.7%</u>

Vermont Conference United Church of Christ 2009-2010 Yearbook
 Vermont Conference U.C.C.
 Make A Difference
 Exhibit J
 12/31/08

Schedule of Investments

	<u>Market Value</u>	<u>Cost</u>
Money Market Account	\$ 1,418	\$ 1,418
Equities	48,074	74,773
Bonds and Bond Mutual Funds	<u>34,371</u>	<u>33,846</u>
Balance 12/31/08	<u>\$ 83,863</u>	<u>\$ 110,037</u>

Schedule of Investment Activity

Balance 12/31/07	\$ 118,924
Investment income	4,094
Loss on sale of investments	(2,518)
Unrealized Loss	(33,872)
Paid to Grant recipients	(1,900)
Trustee fees	<u>(865)</u>
Balance 12/31/08	<u>\$ 83,863</u>
Investment rate of return for the year	<u>-28.1%</u>

Vermont Conference United Church of Christ 2009-2010 Yearbook
Vermont Conference U.C.C.
Endowment Accounts
Exhibit K
12/31/08

Schedule of Investments (Market Value)

	<u>Atkinson</u>	<u>Cong'l Women's</u>	<u>Fairbanks Ministers</u>	<u>Fairbanks Education</u>	<u>Women's Board</u>	<u>Subtotal</u>	<u>Restricted Gifts</u>	<u>Total</u>
Money Market	\$ 6,114	\$ 636	\$ 1,667	\$ 628	\$ 291	\$ 9,336	\$ 7,724	\$ 17,060
Equities	-	-	-	-	-	-	20,296	20,296
Bonds and Bond Mutual Fund	<u>34,211</u>	<u>22,933</u>	<u>31,721</u>	<u>25,894</u>	<u>26,939</u>	<u>141,698</u>	<u>345,759</u>	<u>487,457</u>
Balance 12/31/08	<u>\$ 40,325</u>	<u>\$23,569</u>	<u>\$ 33,388</u>	<u>\$ 26,522</u>	<u>\$ 27,230</u>	<u>\$ 151,034</u>	<u>\$ 373,779</u>	<u>\$ 524,813</u>

Schedule of Investment Activity

	<u>Atkinson</u>	<u>Cong'l Women's</u>	<u>Fairbanks Ministers</u>	<u>Fairbanks Education</u>	<u>Women's Board</u>	<u>Subtotal</u>	<u>Restricted Gifts</u>	<u>Total</u>
Market 12/31/07	\$ 42,730	\$23,778	\$34,782	\$ 28,171	\$ 28,617	\$ 158,078	\$ 390,348	\$ 548,426
Investment income	2,185	1,113	1,719	1,277	1,398	7,692	19,648	27,340
Gain (Loss) on sales	(6)	(535)	(2,041)	(2,024)	(1,573)	(6,179)	(12,804)	(18,983)
Unrealized Gain (Loss)	(2,750)	326	647	375	186	(1,216)	(4,647)	(5,863)
Trustee fees	(334)	(190)	(275)	(222)	(226)	(1,247)	(3,043)	(4,290)
Distributions	<u>(1,500)</u>	<u>(923)</u>	<u>(1,444)</u>	<u>(1,055)</u>	<u>(1,172)</u>	<u>(6,094)</u>	<u>(15,723)</u>	<u>(21,817)</u>
Market 12/31/08	<u>\$ 40,325</u>	<u>\$23,569</u>	<u>\$ 33,388</u>	<u>\$ 26,522</u>	<u>\$ 27,230</u>	<u>\$ 151,034</u>	<u>\$ 373,779</u>	524,813
Special savings accounts								<u>3,822</u>
Total Market Value of Endowment Investments 12/31/08								<u>\$ 528,635</u>
Investment rate of return for the year								<u>-0.3%</u>