

**Call to the Winter Meeting of
The Church of Christ at Dartmouth College
United Church of Christ**

**40 North College Street
Hanover, NH 03755**

February 21, 2016 11:15 am

Agenda for the Meeting

Call to Order – Moderator

Opening Prayer – Tom Nordberg, Interim Pastor

Approval of Previous Congregational Meeting Minutes

2015 Treasurer's Report – Nancy Marion, Treasurer

2016 Proposed Budget – Steve Bensen

Motions from the Board of Elders – Steve Bensen, President of the Board of Elders

-Approval of Proposed Revised Covenant

-Approval of Proposed Settled Pastor Search Committee:

Jan Assmus, Jay Benson (Chair), Jennifer Casey, Emily Dentzer,
Gail McPeck, Ray Sears, Amy Tietjen Smith, Evan Smith, and Tom Wilson

Any Other Business

-Emailed vs mailed versions of News and Views

Closing Prayer – Tom Nordberg

Adjournment

The Church of Christ at Dartmouth College
Minutes of the Congregational Meeting ~ June 21, 2015

Moderator David Pierce called the meeting to order at 11:15 by asking Carla Bailey, Senior Pastor, to lead us in prayer.

David then asked for approval of the minutes from the February 8, 2015 Congregational Meeting, which were distributed via email and available in hard copy at this meeting. There was a motion to accept the minutes and the motion was seconded without discussion. The congregation then approved the minutes of the previous meeting by a voice vote.

David next asked for approval of the June 2015 Annual Report to the Congregation, including reports from the Board of Elders, each of the Board of Deacons, and each of the church staff. These were distributed via email and available in hard copy at this meeting. There was a motion to accept the Report and the motion was seconded without discussion. The congregation then approved the Report by a voice vote.

Next, David asked Canny Bensen, of the Board of Deacons for Outreach, to announce the nomination for the Bicentennial Award. Canny said that the Board voted unanimously to give the full amount of the annual Bicentennial Funds Award (~\$600) to Dismas House, which provides a supportive community for former prisoners transitioning out of incarceration. The organization's mission is to "reconcile prisoners with society and society with prisoners". The money will be used for several small projects that were identified, including raised garden beds and a deck to improve on appearance and functionality of the back yard. The nomination was brought by John McBride, who is on the board for the Dismas house. The elders approved this nomination at their last meeting. The congregation approved the award by a voice vote.

David next asked Rob Grabill, Director of Religious Education, to announce the recipients of the Linda White Cavanaugh and Harold C. Ripley Scholarships. Rob said that the church has a long history of honoring the students in our midst. The Harold Ripley award was established to honor young men, but this year it was decided to combine the resources of the two awards to recognize four very deserving young women: Katie Aman, Sarah McPeck, Kelsey Smith and Kay Torrey. They are all very active in our church and exceptional community members. Katie and Sarah were present and accepted their awards in person.

David then invited Roger Arend to make an announcement concerning Our Church's Wider Mission (OCWM). Roger started by describing the hierarchy of the wider church: the Grafton Orange Association (the next step up from our church), then the NH Conference, and then above that the national church of the UCC, which celebrated its 58th anniversary this week -- so we are a fairly new domination. The member churches have a lot of independence. Support for the mission of the wider church (OCWM) comes from contributions from the member churches. We are very generous in our support, last year we gave \$91,301. Roger read a statement/report with an update from the NH Conference and thanked us for our support and gifts to OCWM. He presented us with a Certificate of Appreciation on behalf of OCWM that is an expression of gratitude signed by conference leaders Geoffrey Black, general president and minister of the

UCC, and Gary Schulte, NH conference minister. Roger gave the certificate to Steven Bensen, our church president.

Next, David asked for the Report of the Nominating Committee from Celeste Dakai, Chair. Celeste announced the slate of candidates for positions to be filled, which were passed out at the meeting. Celeste thanked members of the committee for their help. She said that according to our bylaws, boards may range in size from 5-9 people. She clarified that the list handed out is for newly elected members only (and does not include those who are continuing). We could use a few more people on some of the boards (e.g, Congregational life and Stewardship). We will publish the information on membership for each Board in the summer New & Views and these are posted on the bulletin boards as well. There was a motion to accept the slate of candidate and the motion was seconded and accepted by the congregation by a voice vote. Celeste thanked everyone who accepted these new leadership roles in the church.

David then asked for the Report of the Board of Elders from Steve Bensen, President. Steve said it has been a busy and productive year. We had three programmatic goals that came out of the discernment process (a strengthened faith formation practice, a more intentional, purpose-driven justice ministry, a more resilient and sustainable financial model). From the financial model standpoint, we are blessed with a generous congregation and have benefited from the outstanding work of a Financial Advisory Team lead by Evan Smith. Steve gave a special thanks to all of the members of that committee. On the faith formation front, we undertook several book readings, which were well attended and also helped people to get to know each other better. Out of some of these discussions arose the desire to re-examine the wording of our covenant, which was last revised in 1979. This work is on-going by a special working group and may be ready to present to the congregation for a vote this summer. Lastly, in terms of justice ministry, our congregation voted unanimously to join the United Valley Interfaith Project. We especially thank Margaret Jernstedt and Charlotte Qumiby, who took the lead in encouraging our congregation to move ahead with this and we look forward to becoming more engaged in social justice work. In the coming year we will continue to work in these three broad areas.

However, it is now with considerable sadness that we will say goodbye to our beloved Carla. In year ahead we will look for a new senior pastor. We will also support the call to ministry of Rob Grabill. We will miss Carla, who has been a guiding light and inspiration to us all. The Elders have met with Gary Schulte and he will guide us in this transition. The Elders will remain engaged and active over the summer for this purpose. First, we need to select Interim Pastor. Second, according to her wishes, the celebration for Carla will be at the church picnic in September. The Interim Pastor cannot be candidate for the permanent position. During the interim period, the Interim Minister leads the congregation through five recognized tasks (coming to terms with the congregation's history, discovering a new identity, allowing needed leadership change, renewing denominational linkages, and committing to new directions in ministry). We have no identified candidates at this time. We are working on a church profile to distribute to potential candidates. Gary will give this to them and then present them to us. The board of elders will choose the interim pastor. The new Senior Pastor will be recommended to the congregation by a search committee and will be voted on by the congregation. We, as the Board of Elders, will assemble the best search committee possible. The congregation will approve the search committee as well as the new Senior Pastor. The average time to find a new

Senior Pastor is about 18 months according to Gary. Notably, Rob has no intent or desire to be considered for the senior pastor position. He would like to be called as Associate Pastor, once he is ready, and to continue his calling as the Director of Religious Education. He and other staff will provide valuable continuity during this time of transition. In conclusion, Steven thanked the entire Board of Elders.

Steve asked if there were any questions. One person asked if Rob will still be able to be the Associate Pastor with a new Senior Pastor coming in, or is that not appropriate? Carla clarified that in the UCC, Rob will hopefully be ordained in September or this fall and then he will be able to continue on as Associate Pastor for as long as he chooses to do so.

David then asked if there was any other business to discuss. Sally Foss suggested that News & Views could be delivered by email, instead of by hard copy in the US mail, as a way to save money and effort (on printing, assembling and mailing), while still keeping the congregation well informed. She therefore proposed that we vote now to change the delivery system of the News & Views to email where possible and make a handout edition available at the church. The motion was seconded and then opened up for discussion. Many people had comments. It would still need to be mailed to those who don't get email. People often don't update the church about changes in email addresses. Some people may tend to read paper mailings more thoroughly than email. There was a question about the potential cost saving, which may be limited due to bulk mailing discounts. There was a suggestion for an opt-in and opt-out option. There was a suggestion to refer this issue to the Board of Elders and ask that they bring it back to the congregation at the next congregational meeting. There was a motion to accept this proposal. Sally withdrew her original motion and referred the motion to the Board of Elders and asked for a response by next congregational meeting. There were no other instructions to the Elders on how to do this. A voice vote was taken and all approved and were in favor of this motion.

David asked if there was any further business for discussion. One person asked for clarification about whether our relationship continues with our partner church in Zimbabwe. As announced in the church bulletin this morning, the Lyme Congregational church is holding a fundraiser to help with a significant drought in that country. Bob Keene clarified that we do still have an active partnership our Zimbabwe partner church. However, recently they haven't responded to his attempts to make contact and he is worried about that. When he does get a reply it will be announced in News & Views. Cinny commented that information about this on-going partnership was included in the Annual Report under the Board of Deacons for Outreach.

Rob Grabill then closed the meeting with a prayer of Thanksgiving.

The meeting was adjourned just after noon.

Respectfully submitted,
Libby Barry, Clerk

	Budget 2015	Actual 2015	Percent 2015 Budget	Proposed Budget
Revenue				
Leases	\$172,000	\$169,780	99%	\$186,800
Interest, Mortgage & Bank	\$550	\$450	82%	\$450
Plate	\$18,000	\$18,810	105%	\$18,000
Pledges, Current	\$455,000	\$437,420	96%	\$445,000
Pledges, Last Year	\$7,500	\$5,740	77%	\$5,000
Endowment Draw	\$34,660	\$34,660	100%	\$36,401
Rentals	\$1,500	\$1,941	129%	\$1,700
Other	\$8,000	\$10,141	127%	\$8,000
Total Revenue	\$697,210	\$678,942	97.4%	\$701,351
Expense				
<u>Board of Elders</u>				
Annual Meeting, NH Conference	\$700	\$570	81%	\$700
Elders, Retreat & Miscellaneous	\$140	\$35	25%	\$140
Grafton-Orange Dues	\$4,800	\$3,990	83%	\$3,990
UVIP dues	\$3,000	\$3,200	107%	\$3,200
Total Board of Elders	\$8,640	\$7,795	90%	\$8,030
<u>Religious Education</u>				
Adult Education	\$1,000	\$1,073	107%	\$1,300
Church School, Curriculum	\$1,500	\$1,370	91%	\$1,500
Church School, Supplies	\$1,200	\$1,146	96%	\$1,000
Confirmation	\$800	\$800	100%	\$800
Hamilton Library	\$400	\$413	103%	\$400
Campus Ministry	\$100	\$0	0%	\$500
Religious Education Miscellaneous	\$150	\$1,470	980%	\$200
Special Programs	\$100	\$100	100%	\$100
Youth Ministry	\$150	\$0	0%	\$150
Total Religious Education	\$5,400	\$6,372	118%	\$5,950
<u>Our Church's Wider Mission</u>				
OCWM National	\$41,985	\$41,984	100%	\$42,525
OCWM State	\$51,315	\$51,316	100%	\$51,975
Total OCWM	\$93,300	\$93,300	100%	\$94,500
<u>Outreach</u>				
Crisis Fund	\$1,200	\$1,000	83%	\$1,200
Memberships and Dues	\$800	\$200	25%	\$800
Outreach, Discretionary	\$3,000	\$3,145	105%	\$3,000
Total Outreach	\$5,000	\$4,345	87%	\$5,000
<u>Congregational Life</u>				
Kitchen Supplies	\$2,100	\$2,638	126%	\$2,536
Pastoral Care	\$400	\$84	21%	\$400
Total Congregational Life	\$2,500	\$2,722	109%	\$2,936

	Budget	Actual	Percent	Proposed
	2015	2015	2015 Budget	Budget
<u>Personnel</u>				
Professional Development	\$1,000	\$763	76%	\$1,000
Professional Expenses	\$2,500	\$3,516	141%	\$6,500
Program, Dental	\$2,550	\$2,314	91%	\$1,605
Program, FICA	\$16,650	\$16,438	99%	\$16,301
Program, Health Insurance	\$47,208	\$44,099	93%	\$45,353
Program, Pensions	\$27,160	\$26,896	99%	\$28,077
Program, Salary & Housing	\$210,347	\$206,302	98%	\$205,137
Support Dental	\$980	\$978	100%	\$980
Support, FICA	\$8,487	\$8,381	99%	\$8,513
Support, Health Insurance	\$21,420	\$21,420	100%	\$22,341
Support, Pensions	\$10,747	\$10,747	100%	\$10,908
Support, Salaries	\$109,635	\$109,633	100%	\$111,280
Child Care	\$350	\$185	53%	\$350
Worship, Substitute Organists	\$800	\$800	100%	\$800
Worship, Guest Preachers	\$200	\$1,000	500%	\$600
Payroll Service	\$1,300	\$1,646	127%	\$1,400
Worker's Compensation Ins	\$4,600	\$4,600	100%	\$5,000
Total Personnel	\$465,934	\$459,718	99%	\$466,145
<u>Stewardship</u>				
Bank Service Charges	\$150	\$313	209%	\$300
Copier Expenses	\$3,000	\$4,136	138%	\$3,400
Dartmouth Computer Access	\$2,300	\$1,589	69%	\$4,068
Electricity	\$13,000	\$10,050	77%	\$11,100
Fuel Oil, Gas	\$35,000	\$26,748	76%	\$26,579
Insurance	\$16,100	\$16,064	100%	\$16,064
Maintenance	\$17,000	\$16,034	94%	\$17,000
Building Capital Reserve Fund	\$3,000	\$3,000	100%	\$18,000
Office Equipment	\$2,000	\$2,144	107%	\$2,000
Office Supplies	\$5,200	\$3,936	76%	\$3,600
Sewer & Water	\$2,500	\$1,236	49%	\$1,750
Telephone	\$3,700	\$3,474	94%	\$3,576
Trash	\$3,200	\$3,137	98%	\$3,003
Total Stewardship	\$106,150	\$91,861	87%	\$110,440
<u>Worship and Music</u>				
Advertising	\$4,000	\$4,043	101%	\$4,000
Music, Adult	\$200	\$188	94%	\$200
Music, Guests	\$2,000	\$2,225	111%	\$2,000
Music, Handbells	\$500	\$802	160%	\$500
Music, Miscellaneous	\$200	\$0	0%	\$200
Music, Organ Maintenance	\$750	\$3,654	487%	\$750
Music, Piano Maintenance	\$300	\$645	215%	\$300
Music, Youth	\$0	\$0		\$0
Worship, Resources & Supplies	\$400	\$463	116%	\$400
Total Worship and Music	\$8,350	\$12,020	144%	\$8,350
Total Expense	\$695,274	\$678,133	97.5%	\$701,351
Net Income	\$1,936	\$809		\$0

2015 Commentary (Highlighted numbers)

Revenue Pledge revenue shortfall - most not expected to be paid in 2016

Expenses Paid 2 church school teachers

Staffing transition savings

Fuel costs significantly lower than budgeted due to declining prices

One time (10 yr) organ repair

2016 Commentary (Highlighted Numbers)

Revenue Increasing rental income (full year of the Society of Fellows Space, extra room for TMO, step increases in cell towers)

2016 pledges lower than 2015 (see chart)

Expenses OCWM Increase (constant on a percentage basis, ~15% of revenue less endowment draw)

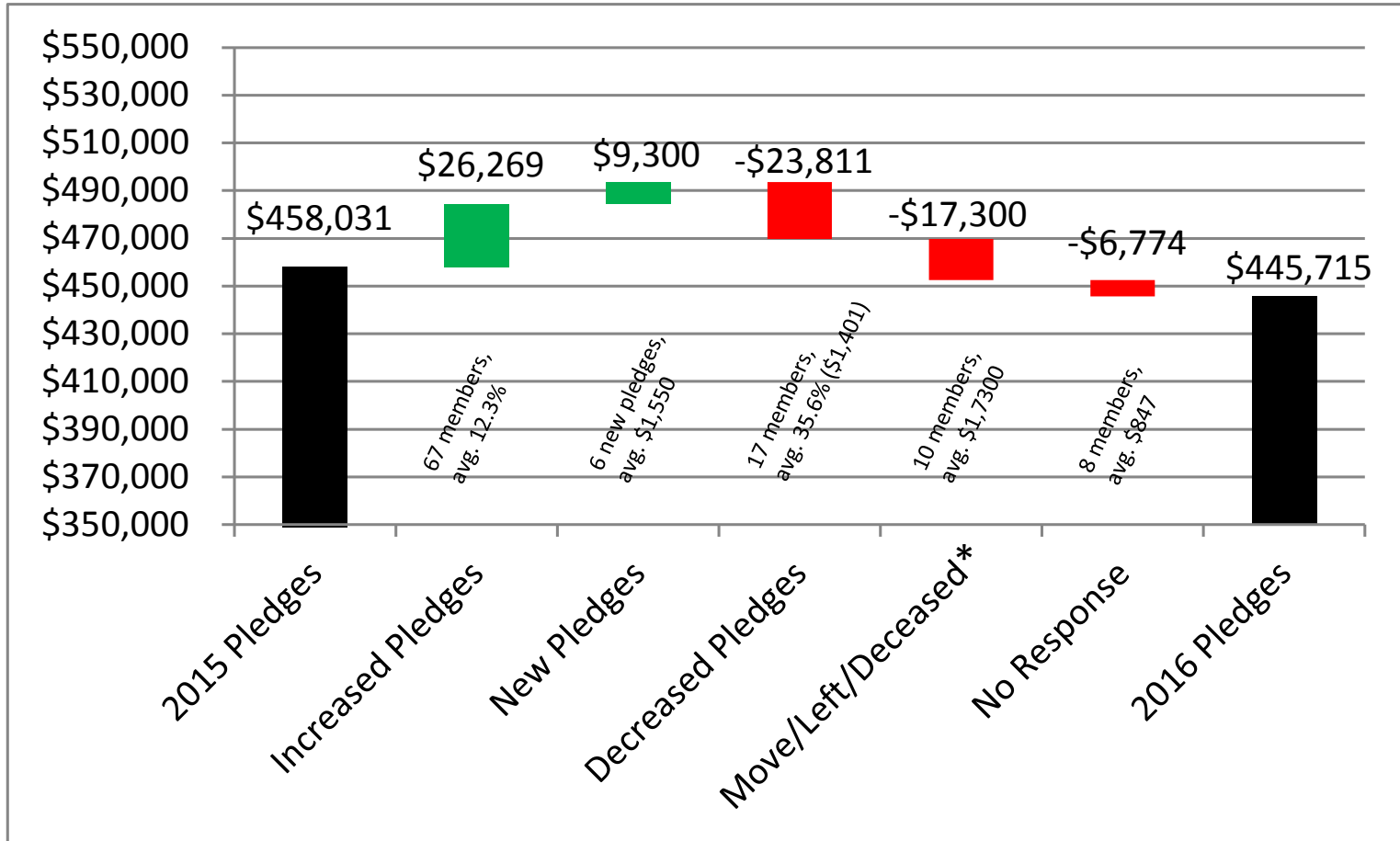
Increase in professional expenses to cover mileage and cell use

Includes full impact of a 1.5% raise (salary, FICA, and Pensions)

Reduced fuel budget to match 2015 spend

Increased building fund contribution due to deferred maintenance needs

2016 CCDC Pledge Campaign Results (as of February 10, 2016)



* The majority portion of this reduction is attributable to the interim loss of a settled pastor's pledge.

UCC at Dartmouth College

Cash/Funds	12/31/15	12/31/14	12/31/13
Mascoma Savings Bank		Amount	Amount
Operating Account	\$56,821	\$ 65,034	\$ 46,680
Christmas Market Nepali	\$22,581	\$ 23,694	\$ 18,409
Bicentennial Cd's & Savings	\$28,640	\$ 28,637	\$ 27,426
Miscellaneous Memorial Fund	\$28,793	\$ 23,600	\$ 23,151
Morgan Stanley			
Operating Account	\$29,190	\$ 27,653	\$ 44,970
Capital Campaign/Masland Chapel	\$2,881	\$ 2,881	\$ 2,881
United Church Funds			
Vernon	\$611,809	\$ 652,993	\$ 646,822
Mary Ives Concert Series	\$77,640	\$ 80,584	\$ 79,192
Staff Transition	\$13,007	\$ 13,335	\$ 12,926
Consolidated	\$580,890	\$ 623,724	\$ 607,001
	\$ 1,452,252	\$ 1,542,135	\$ 1,509,458
Additional Assets			
Fine Arts Investment (Insured)		\$	12,800
Building Value (Insured)			

Funds as of 12/31/2015

Designation	12/31/15	12/31/14	12/31/13
		Amount	Amount
Operating	\$47,318	\$ 61,688	\$ 33,323
Building Capital Reserve Fund	\$1,770	\$ 1,770	\$ 9,917
Concert Fund	\$2,818	\$ 1,576	\$ 3,440
Miscellaneous Memorial	\$4,915		
Christmas Market Nepali	\$22,581	\$ 23,694	\$ 18,409
Bicentennial Cd's & Savings	\$28,640	\$ 28,637	\$ 27,426
Miscellaneous Memorial Fund	\$28,793	\$ 23,600	\$ 23,151
Operating	\$1,690	\$ 153	\$ 17,470
Scheu Bequest	\$27,500	\$ 27,500	\$ 27,500
Capital Campaign/Masland Chapel	\$2,881	\$ 2,881	\$ 2,881
Vernon	\$611,809	\$ 652,993	\$ 646,822
Mary Ives Concert Series	\$77,640	\$ 80,584	\$ 79,192
Staff Transition	\$13,007	\$ 13,335	\$ 12,926
Dartmouth Fund	\$514,820.85	\$ 552,783.00	\$ 542,151
Cavanaugh Scholarship	\$8,804.75	\$ 9,454.00	\$ 9,272
Ripley Scholarship	\$4,488.99	\$ 4,820.00	\$ -
Parsonage Reserve	\$11,250.41	\$ 12,080.00	\$ 11,848
Sabbatical Reserve	\$3,725.30	\$ 4,000.00	\$ 3,923
Sibley Dental Fund	\$9,550.74	\$ 10,255.00	\$ 10,058
Music Fund	\$2,265.91	\$ 2,433.00	\$ 2,386
Music Programs Fund	\$1,947.40	\$ 2,091.00	\$ 2,051
Undesignated	\$24,035.65	\$ 25,808.00	\$ 25,312
	\$ 1,452,252	\$ 1,542,135	\$ 1,509,458

The Salem Covenant of 1629

We Covenant with the Lord and one with another; and doe bynd our selves in the presence of God, to walke together in all his waies, according as he is pleased to reveale himselfe unto us in his Blessed word of truth.

COVENANT

of the

CHURCH OF CHRIST AT DARTMOUTH COLLEGE

1771

We do now, in the presence of God, and this assembly, take the Lord Jehovah, Father, Son and Holy Ghost, to be our God; and give ourselves to be his – and promise we will make the word of God the only rule of our faith and practice – that we will make it our great concern to work out our own salvation – that we will submit ourselves to the government of Christ in his Church, and to the regular administration of it in this place; and that we will, in brotherly love seek the peace and welfare of this church so long as God shall continue us here.

This is, as far as we know, the purpose of our own hearts, divine grace assisting us.

CURRENT COVENANT

CHURCH OF CHRIST AT DARTMOUTH COLLEGE

Almighty God, you call us and we do covenant with you and with one another:

to walk together in all your ways as you reveal yourself to us;

to give ourselves freely and without reserve to the ministry of this church;

to celebrate through worship the gifts of unity and diversity;

to take up your mission around the world, for justice and peace;

to care for all people reconciling ourselves to them in love.

God gives grace into every human life.

ADOPTED 23 MAY 1971
AMENDED AND REAFFIRMED 15
FEBRUARY 1976
AMENDED AND REAFFIRMED 1
NOVEMBER 1987

PROPOSED REVISION (DRAFT)

CHURCH OF CHRIST AT DARTMOUTH COLLEGE

Loving God, you call us and we do covenant with you and with one another:

to walk together in all your ways, as you reveal yourself to us;

to give ourselves freely with open hearts to the ministry of our church;

to become more faithful to the life and teachings of Jesus Christ;

to celebrate your gifts of unity and diversity;

to restore and protect all of your creation;

to take up your mission around the world, striving for justice and peace;
to care for all people, reconciling ourselves to them in love.

We give thanks for your gift of grace in every human life.