

# CCDC Congregational Meeting

## February 19, 2017

### **Call to Order, Opening Prayer, Approval of Minutes**

The meeting was called to order by Moderator Tom Csatari and the opening prayer was given by Intentional Interim Pastor Tom Nordberg. The minutes of the Congregational Meeting of June 19, 2016 were approved.

### **Staff Appreciation**

Judy Csatari on behalf of the Board of Elders took a few minutes to acknowledge our wonderful staff and to thank them for their dedication and service to our congregation. Ernie has been with CCDC since 1999, Kendra 2003, Ken 2010 and Rita 2014.

### **2016 Treasurer's Report**

Nancy Marion, Treasurer, highlighted the 2016 Budget vs. Actuals. The overall revenue was short \$37,000 but that is only 2/10ths of 1% of the total. The pledge and plate income combined was down \$35,000 primarily due to the death of some donors and the inability of others to fulfill their pledges because they are outliving their resources. One major donor is waiting until the new Sr. Pastor is hired. An additional 30% of revenue came from leases of which the cell phone towers are between \$130,000 and \$140,000 per year. Thanks to Jay Benson for re-negotiating the cell phone leases. The annual drawdown from the Endowment was 5 ½ % \$36,400 for 2016.

Expenses were down due to lower fuel and electricity usage. Under personnel, the benefit plans for non-clergy were changed so that the staff will be contributing more towards their expenses. Additionally, Doug Erhard's departure in January and the contracting of a bookkeeper has netted \$10,000 in savings. Nancy took this opportunity to thank Amy Smith and Jay Benson who filled in during the transition and who have updated the computer financial system.

Assets are up due to the increased return of investments in the United Church Funds and the Russell's gifts which will be directed towards Outreach and Education projects over 10 years. The various funds and accounts have been reviewed and organized so they will be better managed going forward. For example, funds were moved from a Mascoma Bank savings account with very little interest to a higher yielding investment fund.

Jean Sibley asked how memorial gifts are handled? Nancy explained that if they are designated gifts, they are considered restricted and may only be used for the designated purposes. If they are unrestricted gifts, the Board of Elders decides how they may be used.

### **2017 Proposed Budget**

Trish Jackson, President of the Board of Elders, also thanked those who worked tirelessly during the year and especially in the last few weeks to put together a budget for 2017. At this point, Tom announced that an anonymous donor has given \$1,215 to cover the shortfall between 2016 and 2017. Trish highlighted some of the revenue line items for 2017 such as the three cell phone tower leases that will be staggered over three years for more stability and the plate income which is significantly less than in 2016 due to pledge and plate income being co-mingled.

Trish also elaborated on the personnel benefit changes for 2017 and noted that the staff were given a one-time payment to help offset their increased costs as well as a much deserved and long overdue 2% raise.

There were no questions. A motion to approve the 2016 and 2017 budgets was brought, seconded and unanimously approved.

## **New Pastor Search Update**

Jan Assmus gave a detailed summary of the committee's progress thus far (full text below): Winter and spring cottage meetings helped identify who CCDC is today and who we hope to be in the future. Since the creation of the church's profile and the announcement of the opening in June 2016, the committee has received 51 applications and requested supplemental information from 22 candidates. They've had phone interviews with 8 and pulpit visits for 2. Unfortunately, the right person has not come forward. The committee has been working incredibly hard – meeting at least once a week for many months. While they understand our frustration at the lack of information, they are held to the guidelines of the NH Conference. Members of the committee ask for our prayers, understanding, grace and trust.

Tom offered a closing prayer.

The meeting was adjourned at 11:39 am

Respectfully submitted,  
Jackie Paulsen, Clerk

## ***Letter to the Congregation from the Search Committee***

*February 16, 2017*

*Dear Fellow Members of the United Church of Christ at Dartmouth College,*

*We are writing to share an update on the intense, but not immediately visible, work of the Pastoral Search Committee. CCDC is a special community of faith, and we on the Search Committee take our responsibility to find the right person to lead our congregation very seriously. While we would like to bring a new Senior Pastor into our congregation as soon as possible, the process of reviewing profiles, interviewing candidates, and carefully deliberating about their qualifications and suitability to lead CCDC is a lengthy one, and can be unpredictable. We ask for your understanding, grace, and support, and that you join with us in trusting that God will lead the right person to us.*

*Our almost weekly calls and meetings as a committee have kept the search process moving forward. Discussions with candidates have clarified exciting and affirming ideas about who we as a church are today and who best will lead us as we evolve into the church of tomorrow.*

*To summarize our efforts thus far:*

- Winter and Spring 2016 provided multiple opportunities for the CCDC congregation to share ideas about who we are as a church today and dreams for our future— through cottage meetings, surveys, and informal discussion.*
- In June 2016, we posted the CCDC Senior Pastor vacancy announcement and CCDC informational brochure on the New Hampshire United Church of Christ Conference website.*
- From June 2016 to the present, we received and reviewed 51 candidate profiles, although the process slowed considerably during August and December, due to summer vacations and the holidays.*
- We requested supplemental information from 22 applicants.*
- We held phone and/or in-person interviews with eight applicants.*
- We attended “neutral pulpit” services led by two candidates.*

Although we are not able to share the details of our deliberations or our assessments of individual candidates, suffice it to say that while we have been extremely impressed with a number of the applicants, we have yet to find that desired mutual match. And so, the search process continues. We remain confident that the high bar we have set for our next Senior Pastor is based on the expectations and hopes expressed by all of us in the congregation. We are reminded that the Search Committee that chose Carla Bailey as our last Senior Pastor, reviewed 78 candidate profiles before calling her two decades ago.

*We understand that many in the congregation may be anxious to have our new Senior Pastor in place, and may feel frustrated not to have received more information about the pastoral search process. Please understand that we are following search process guidelines set by the New Hampshire Conference, and are doing our best to fulfill our sacred covenant with you. We appreciate the patience and support of the congregation, Elders, and staff on this journey. Please keep the Pastoral Search Committee, the search process, and our church in your prayers.*

*Blessings and thanks,*

*Jan Assmus*

*Jay Benson*

*Jennifer Casey*

*Emily Dentzer*

*Gail McPeck*

*Ray Sears*

*Amy Smith*

*Evan Smith*

*Tom Wilson*