

Proposed Administrative Affirmation

**“Commitment to Sustaining the Ministries of the Conference”**

Purpose

This proposal affirms directions for operations of the Conference and calls on local churches and individuals to support the ministries of the Conference.

Background

**Just Compensation**

For the past several years, the NCNC Annual Meeting has requested and then affirmed budgets that continue the core ministries of the Conference while moving toward just compensation of Conference staff. The Conference Council has set just-compensation targets for all staff that are based on Conference guidelines for authorized ministers and compensation for support staff at comparable non-profit organizations in the San Francisco Bay Area. Note that the dollar amounts associated with these targets are adjusted annually according to changes in the San Francisco Bay Area cost of living.

The 2009-10 Goal Budget has compensation targets that are less than the just-compensation targets as follows:

- Full-time program staff 85% of target
- Association-based Associate Conference Ministers 63% of target
- Support staff 85% of target

The 2009-10 Goal Budget is year one of a four year plan adopted by the Conference Council to move ACM compensation to 85% of just-compensation targets. In subsequent years, the compensation for all staff will be increased until all staff are at 100% of the just-compensation targets.

**Giving to the Conference**

From 2006 to 2008, giving through UCC Share grew at a rate that allowed the Conference to make compensation adjustments that moved us closer to just compensation. In the summer and fall of 2008 giving through UCC Share dropped significantly; this reduced income projections to a level dramatically lower than the goal budget adopted at last year’s Annual Meeting. The Conference Council responded by working with staff to create and implement the *\$100K Run* to cover the anticipated shortfall.

The \$100K Run allows individuals to directly support the ongoing ministries of the Conference. The Conference Council believes that we should continue to encourage gifts directly from individuals; such gifts will supplement giving from local churches through UCC Share.

**Use of Unrestricted Funds**

The Conference has unrestricted funds that are not used for ongoing operations. These funds came from bequests from members of local churches, the sale of timber at Camp Cazadero, and the sale of the retreat center business at the Ralston White Retreat. The Council uses these funds for short-term projects such as the three-year financial development ministry led by Ron Buford. When there is a deficit in the operating budget, the Council may also use these funds to balance the budget at

the end of the fiscal year, but the funds are not sufficient to serve as an ongoing source of income for the operating budget.

**Balancing the Goal Budget**

The goal budget proposed for the coming fiscal year continues the core ministries of the Conference while making modest progress toward just compensation. In other words, this is not a “dream” budget, but the minimum necessary to accomplish the ministry of the Conference. This budget includes an 18% increase in the financial support of the Conference; that increase breaks down as a 10% increase in giving through UCC Share and a 286% increase in giving by individuals (the \$100K Run).

One way to view the financial support of the Conference is to break it down on a “per member” basis. According to the numbers reported for the 2008 Yearbook, there are 16,494 members in the 129 churches in the Conference. Here is the per-member breakdown of the various sources of income for the operating budget of the current fiscal year and for the goal budget of the coming fiscal year.

	<b>UCC Share</b>	<b>Individuals (\$100K Run)</b>	<b>Unrestricted Funds &amp; Other Income</b>	<b>Total</b>
2008-09	\$48.48	\$1.82	\$12.61	\$62.91
2009-10	\$53.27	\$6.06	\$7.21	\$66.54

The proposed goal budget requires an increase of \$9.03 per member in financial support of the Conference (from \$50.30 to \$59.33). As we move through the coming fiscal year, the Conference Council will work with staff to monitor income and expenses; if the income is not sufficient to cover these expenses, the only viable option available to the Council is to reduce the level of ministry provided by the Conference.

Administrative Affirmation to be voted

The Annual Meeting of the Northern California Nevada Conference affirms the following directions for operations of the Conference:

1. The Goal Budget should continue to move toward just compensation of all staff.
2. Shortfalls in income will result in reductions in the ministry provided by the Conference.
3. Reductions in the overall compensation of Conference staff will be accompanied by equivalent reductions in the workload of staff.

The Annual Meeting calls on local churches to:

- move toward becoming a *Covenant Keeper* congregation by contributing at least ten percent of their operating budgets through UCC Share to support the ministries of the Associations, the Conference, and the wider church;
- contribute at least \$67 per member through UCC Share in the coming fiscal year, and
- increase giving through UCC Share by at least \$9 per member by December 2009.

The Annual Meeting calls on the members of local churches to:

- give directly to the Conference (such as through the \$100K Run); and
- consider including gifts to their local church and the Conference in their planned giving.

### Recommendations for Implementation

The Conference Council will communicate this action to all local churches in the Conference. *Covenant Keeper* congregations that are already contributing at least ten percent of their operating budgets to support the ministries of the Conference will be encouraged to send at least an additional \$9 per member through UCC Share by December 2009. Local churches that are moving toward becoming *Covenant Keeper* congregations will be encouraged to ensure that their increase in giving through UCC Share (one to two percent of their operating budget) includes an increase of at least \$9 per member by December 2009. The remaining local churches will be asked to contribute at least \$67 per member through UCC Share including sending at least an additional \$9 per member by December 2009.

The Council will schedule meetings with the leadership of Associations and local churches to discuss our mutual covenants, explain the ministries of the Conference, hear their concerns, and request ongoing support of the ministries of the Conference.

The Council will continue to encourage individuals to support the ministries of the Conference (such as through the \$100K Run and planned giving).

The Conference will continue to offer resources to assist local churches in stewardship programs, fiscal management, and financial development.

### Financial Impact

This action proposes no additional expenditures by the Conference, but does call on local churches and individuals to increase their giving to the support the ministries of the Conference.

### Contact Persons

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