

2009 ANNUAL MEETING



Sharing
our burdens

Encouraging
one another

GOAL BUDGET

For the fiscal year July 1, 2009 – June 30, 2010

Submitted by the Conference Council

May 28-31, 2009
Asilomar Conference Center
Pacific Grove, California

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The Rev. Dr. Mary Susan Gast
Conference Minister

May 2009

Dear Sisters and Brothers of the Northern California Nevada Conference,

In the letter to the Philippians we read, “Go ahead, make my day.” Well, maybe that translation is a bit sloppy, but I think that’s what the author meant when he wrote, “make my joy complete: be of the same mind, having the same love, being in full accord and of one mind.” Of course, the line in the Epistle was delivered with sincerity, not a sneer; with compassion, not coldness; to allies, not adversaries.

Make my day. Make my joy complete. Be of the same mind. Have the same love. Bear one another’s burdens. Encourage one another. Those are the themes that will echo through this year’s Annual Gathering. And it is within that context that your Conference Council presents the goal budget for 2009-2010.

At the Annual Gathering we come together as a Conference: a congregation of congregations, a ministry of ministers, a community of faith and accountability, diverse and autonomous in heritage and articulation of the Gospel, yet united on the vast foundation of God’s unshakeable love for each of us, and our response, in kind, of hospitality and welcome.

The goal budget is a manifestation of our life as a Conference, our manifesto, you might say, proclaiming how we will be church in this time and this place.

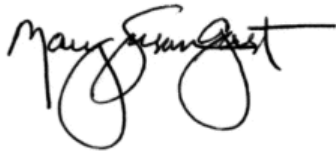
This year in the supportive material for the Goal Budget, the core ministries of the Conference are outlined as Leadership Development, Church Vitality, Justice & Compassion, Communication & Connection. Those are the major headings, the overview. There are many expressions of these core ministries which include, but are in no way limited to, the work of all the sections of the Committee on Ministry, UCC Identity Seminars, Outdoor Ministries, Ministers’ Prayer Network, Church Coaching, solidarity with the UCC Philippines, Church Days, simple presence with and partaking in one another’s times of stress and times of joy, consultation on

spiritual health and covenantal life, connecting resources to needs in all kinds of settings.

How will we be church in 2009 and 2010? How will we be church in 130 specific locations from the Oregon border to the southern boundaries of the counties of Monterey through Inyo; from the Pacific Ocean east to the 117th meridian? How will we be church on the shifting grounds of political and planetary change? How will we be church, sharing our burdens, encouraging one another?

Check out the manifesto. Let us make Christ's love manifest.

With joy in our mutual ministries,

A handwritten signature in black ink, appearing to read "Mary Susan Gast". The signature is fluid and cursive, with the first name "Mary" and last name "Gast" being the most legible parts.

Rev. Mary Susan Gast

Submitted by: The Conference Council

SUPPORTING THE MINISTRIES OF THE CONFERENCE
2009 - 2010 Goal Budget

To be voted: The 2009 Annual Meeting of the Northern California Nevada Conference of the United Church of Christ adopts a Goal Budget for year ending June 30, 2010, for the General Fund, in the amount of \$1,098,000.

The mission of the Conference is to “seek to be a community of diverse congregations which nurtures, supports and unites local churches in faithful covenant in Christ to carry out ministry and mission in the world.” The Goal Budget for the Northern California Nevada Conference is more than a bunch of numbers. It intends to accumulate, articulate, and communicate our shared vision beyond our local church and how our covenantal family intends to carry out our mission and ministry in the world. It is a theological document.

A continuing priority is church vitality and renewal. Following up on the “*Ready, Set, Grow*” workshops of 2007, we offered a series of workshops on the “*Rhythm of Abundance*”. These gatherings encouraged churches to look at the five major areas of church life: Worshiping, Connecting, Learning, Serving, and Giving and encouraged members to participate twice a month in each of these five areas. Churches participating found a new vigor and vitality. Building on “The Rhythm”, a practical and theologically inspiring approach for giving will be introduced at this Annual Gathering called “Putting Your Whole Self In”. Don’t miss it!

The many and varied ministries serving the churches and authorized ministers of Northern California and Nevada are incorporated into the Goal Budget for the year ending June 30, 2010.

	Goal	Goal
	<u>08-09</u>	<u>09-10</u>
Core Ministries of the Conference:		
• Church Vitality	384,000	353,000
• Leadership Development	300,000	279,000
• Communication & Connection	240,000	220,000
• Justice & Compassion	36,000	30,000
National & Worldwide Mission of the United Church of Christ	209,000	196,000
Ministries of the Associations	<u>21,000</u>	<u>20,000</u>
	<u>\$1,190,000</u>	<u>\$1,098,000</u>
The ministries are funded through:		
• UCC Share	\$1,043,000	\$979,000
• Other Ongoing Sources	35,000	26,000
• Transfers from Unrestricted Funds	<u>112,000</u>	<u>93,000</u>
	<u>\$1,190,000</u>	<u>\$1,098,000</u>

2009-10 Goal Budget – overall ministry spending is \$92,000 lower than last year’s goal

Ongoing Ministry Spending is \$73,000 lower than last year

- -\$93,000 – Did not move staff to Targeted Compensation on 1-1-09
- +14,000 – 3% Cost of Living Adjustment for all staff on 7-1-09
- + 13,000 – 10% additional increase on 7-1 for part-time ACM’s to move toward parity in 4 years – x
- +7,000 – All other spending increases (primarily the result of inflation)
- -14,000 – Decreased giving to the national & worldwide settings of the UCC (\$13,000) and the Associations (\$1,000) as a result of \$64,000 decrease in UCC Share

Supplemental Ministry Spending is \$19,000 lower than last year

Supplemental Ministry Spending is approved by the Conference Council for limited-duration programs and is funded from Special Funds that are acquired through the sale of Conference assets or estate gifts to the Conference. *(Have you remembered your local church and the Northern California Nevada Conference in your will?)*

Just Compensation Goal Budgets for the last two years have included a cost of living adjustment in July and hoped to move everyone to targeted compensation in the following January. In each of the last two years revenue has not been sufficient for the January increase. The 2009-10 Goal Budget includes a cost of living adjustment for all staff in July so that no one falls further behind our targeted compensation goals. Our association-based, part-time Associate Conference Ministers are furthest away from their target. The 2009-10 Goal Budget includes an additional 10% increase for these staff. Similar increases over four years would bring them in parity with the rest of the staff who are currently at 85% of target.

Target Compensation goals for staff are as follows:

- Conference Minister – 75% of the compensation range for a 300 member church
- Hayward Program staff – percentage of Conference Minister compensation (*same as current ratio*)
- Hayward Support staff – comparable salaries to other non-profits in the San Francisco Bay Area
- Association-based part time ACM’s – mid-point of the range for a 300 member church
- Supplemental Ministry Program Staff – as negotiated (*with Conference guidelines as a model*)

What can you do to support the 2009-10 Goal Budget?

- **Help your church become a “Covenant Keeper”** If your church is giving 10% of its expenses to UCC Share, encourage them to continue. If not, challenge your congregation to be “On the Way” by increasing UCC Share by an additional 1% to 2% of your annual expenses until your church reaches at least 10%.
- **Become a “100K Runner”** Individuals that are passionate about the ministry of the United Church of Christ in Northern California and Nevada are also encouraged to make contributions directly to the Conference. Visit www.ncnc100k.org

If you want to know more about how you can help support ministry, please send us an email at office@nencucc.org, visit our website at nencucc.org or give us a call at 510-247-8990.

For further information, you can also see the Treasurer’s Report by John Meermans in the Annual Gathering edition of *The Pacific*.

You may also contact:

Mary Susan Gast, Conference Minister	510-247-2027
David Bergman-Hill, Associate Conference Minister	510-247-2028
John Meermans, Conference Treasurer	650-726-8518

GOAL BUDGET FOR THE YEAR ENDING JUNE 30, 2010
Northern California Nevada Conference
Where the \$1,098,000 will go

	Proposed for the Year Ending June 30, 2010						Adopted for the Year Ending June 30, 2009	
	UCC Share		Other Sources		TOTAL		Dollars	Percent
	Dollars	Percent	Dollars	Percent	Dollars	Percent		
By Ministry:								
Of the Conference								
Leadership Development	270,000	28%	9,000	8%	279,000	25%	300,000	25%
Church Vitality	297,000	30%	56,000	46%	353,000	32%	384,000	32%
Justice & Compassion	29,000	3%	1,000	1%	30,000	3%	36,000	3%
Communication & Connection	167,000	17%	53,000	45%	220,000	20%	240,000	20%
	<u>763,000</u>	<u>78%</u>	<u>119,000</u>	<u>100%</u>	<u>882,000</u>	<u>80%</u>	<u>960,000</u>	<u>80%</u>
Of the National/Worldwide Mission of the UCC	196,000	20%			196,000	18%	209,000	18%
Of the Associations	20,000	2%			20,000	2%	21,000	2%
	<u>979,000</u>	<u>100%</u>	<u>119,000</u>	<u>100%</u>	<u>1,098,000</u>	<u>100%</u>		
Proposed for the Year Ending June 30, 2010	979,000	100%	119,000	100%	1,098,000	100%		
Adopted for the Year Ending June 30, 2009	1,043,000		147,000				1,190,000	100%

	Proposed for the Year Ending June 30, 2010						Adopted for the Year Ending June 30, 2009	
	UCC Share		Other Sources		TOTAL		Dollars	Percent
	Dollars	Percent	Dollars	Percent	Dollars	Percent		
By Type of Expenditure:								
Ongoing:								
Salaries & Benefits	615,000	63%			615,000	56%	674,000	57%
National/Worldwide Mission of the UCC	196,000	20%			196,000	18%	209,000	18%
Travel	38,000	4%	26,000	22%	64,000	6%	62,000	5%
Office Rent	50,000	5%			50,000	5%	44,000	4%
Office Operations	45,000	5%			45,000	4%	53,000	4%
To the Associations	20,000	2%			20,000	2%	21,000	2%
To Camping for scholarships & fee reductions	15,000	2%			15,000	1%	15,000	1%
	<u>979,000</u>	<u>100%</u>	<u>26,000</u>	<u>22%</u>	<u>1,005,000</u>	<u>92%</u>	<u>1,078,000</u>	<u>91%</u>
Supplemental:								
Salary & Benefits			70,000	59%	70,000	6%	97,000	8%
Other Expenses			23,000	19%	23,000	2%	15,000	1%
	<u>0</u>	<u>0%</u>	<u>93,000</u>	<u>78%</u>	<u>93,000</u>	<u>8%</u>	<u>112,000</u>	<u>9%</u>
	<u>979,000</u>	<u>100%</u>	<u>119,000</u>	<u>100%</u>	<u>1,098,000</u>	<u>100%</u>		
Proposed for the Year Ending June 30, 2010	979,000	100%	119,000	100%	1,098,000	100%		
Adopted for the Year Ending June 30, 2009	1,043,000		147,000				1,190,000	100%

PROPOSED MINISTRY SPENDING PLAN
Northern California Nevada Conference
\$1,098,000 for the Year Ending June 30, 2010

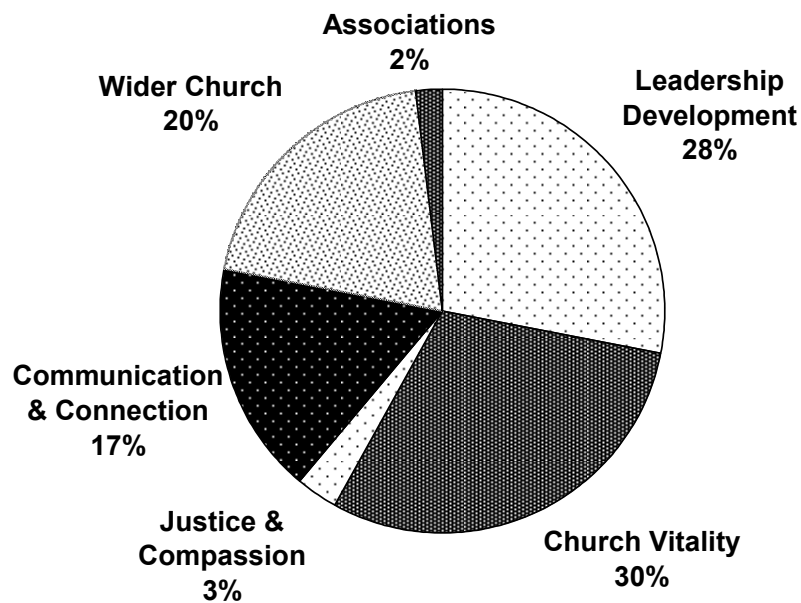
CONFERENCE MISSION

“to be a community of diverse congregations which nurtures, supports, and unites local churches in faithful covenant in Christ to carry out ministry and mission in the world.”

CORE MINISTRIES

Rooted in our mission, Conference staff and volunteers carry out core ministries on behalf of the congregations and authorized ministers that make up our UCC community in Northern California & Nevada.

For the 2009-2010 Fiscal Year, these Core Ministries — Leadership Development, Church Vitality, Justice & Compassion, Communication & Connection — will be funded for staffing, and our support for the ministries of the wider settings of the UCC, and for the ministries of our Associations, primarily by your gifts of \$979,000 through UCC Share.



Leadership Development

Supported by giving \$273,000 through UCC Share

Expressed through:

- Authorization and Support for Ordained, Licensed, and Commissioned Ministers
- Support and Education for Lay Leaders
- Identification and Nurture of New Leaders for the Church, including youth and young adults

Church Vitality

Supported by giving \$297,000 through UCC Share

Expressed through:

- Assistance for Local Churches in the search for new pastors
- Support for Local Churches in their movements to greater faithfulness, fuller discipleship, outreach and hospitality to those seeking a faith community
- Upholding standards of ministerial accountability so that our churches and agencies are places of safety and trustworthiness
- Fostering church formation and transformation

Justice & Compassion

Supported by giving \$28,000 through UCC Share

Expressed through:

- Resourcing, inspiring, and uniting congregations in their work for justice and their ministries of compassion

Communication & Connection

Supported by giving \$165,000 through UCC Share

Expressed through:

- Uniting ministers and local churches in prayer, community, and covenant
- Telling the stories and making public the witness of the Northern California Nevada Conference

Wider Church

Supported by passing on 20% of UCC Share or \$196,000

Expressed through:

- Local Church Ministries
- Wider Church Ministries
- Justice & Witness Ministries

Associations

Supported by passing on 2% of UCC Share or \$20,000

Expressed through:

- A variety of local ministries of the Bay, Golden Gate, Mountain Valley, Sacramento Valley, Santa Clara, and Sequoia Associations

Note: UCC Share supports \$979,000 of the \$1,098,000 Ministry Spending Plan.

The other \$119,000 comes from Transfers from Unrestricted Funds (\$93,000), a Rebate from United, Camps, Conferences & Retreats (\$9,000), Interest Income (\$14,500) and Annual Meeting Registration (\$2,500). See “Where the \$1,098,000 will go” on page 5 for details of the ministries supported by the \$119,000.

**Ministry Income & Spending Trends over the last 3 years
Goal Budget for the Year Ending June 30, 2008 versus
Proposal for Year Ending June 30, 2009
Northern California Nevada Conference**

	Ministry Spending			Goal Budget	
	Actual <u>6/30/07</u>	Actual <u>6/30/08</u>	Forecast <u>6/30/09</u>	Adopted <u>6/30/09</u>	Proposed <u>6/30/10</u>
Financial numbers in thousands					
OFFERINGS & OTHER RECEIPTS:					
UCC Share					
UCC Share from churches	812	797	800	1,043	879
"Bridge the Gap" & "100K Run" from individuals	13	7	30	0	100
Subtotal - UCC Share	825	804	830	1,043	979
Other Income	41	50	35	35	26
Ongoing revenue	866	854	865	1,078	1,005
Transfers from Unrestricted Funds	0	49	100	112	93
TOTAL OFFERINGS & OTHER RECEIPTS	866	903	965	1,190	1,098
MINISTRY SPENDING:					
Ongoing: Funded by UCC Share and Other Income					
To Ministry of the Wider Church (20% of UCC Share)	165	161	166	209	196
To Ministry of the Conference (78% of UCC Share)					
Salaries	420	429	467	545	497
Benefits	108	114	115	129	118
Travel	55	54	65	62	64
Office Operations	56	55	50	53	50
Office Rent	47	42	43	44	45
Camping scholarship & fee reductions	15	15	15	15	15
	701	709	755	848	789
To Ministry of the Associations (2% of UCC Share)	15	17	17	21	20
Ongoing spending	881	887	938	1,078	1,005
Supplemental: Funded by Transfers from Unrestricted funds					
To Outdoor & Development Ministries					
Salary & Benefits	0	42	84	97	70
Other expenses	0	7	16	15	23
	0	49	100	112	93
TOTAL MINISTRY SPENDING	881	936	1,038	1,190	1,098
SURPLUS/(SHORTFALL) - GENERAL FUND	(15)	(33)	(73)	0	0

BALANCE SHEET
Historical Trends and Goal Budgets
Northern California Nevada Conference

Financial numbers in thousands	11 years	The last 3 years			Goal Budgets	
	Ago 6/30/98	Actual 6/30/07	Actual 6/30/08	Forecast 6/30/09	Adopted 6/30/09	Proposed 6/30/10
<u>ASSETS</u>						
CURRENT ASSETS:						
Cash & Investments	411	934	881	555	718	460
Notes & accounts receivable	36	84	81	85	75	75
Prepaid expense & deposits	41	84	75	85	100	100
Total Current Assets	488	1,102	1,037	725	893	635
LAND, BUILDINGS & EQUIPMENT						
Buildings - Camp Cazadero	416	334	334	334	334	334
Leasehold - Camp Tamarack	40	40	40	40	40	40
Equipment - Office	242	12	12	12	12	12
	698	386	386	386	386	386
Less: Accum. deprec. & amort.	(402)	(288)	(306)	(324)	(322)	(340)
	296	98	80	62	64	46
Land	228	223	223	223	223	223
Total Land, Buildings & Equip.	524	321	303	285	287	269
	<u>1,012</u>	<u>1,423</u>	<u>1,340</u>	<u>1,010</u>	<u>1,180</u>	<u>904</u>
<u>LIABILITIES & FUND BALANCES</u>						
Liabilities to others						
Accounts Payable	15	33	39	40	43	43
Loans payable to churches	375					
Land, Building & Equipment fund	524	321	303	285	287	269
Other funds available for ministry						
Restricted funds	316	333	329	250	650	250
Designated funds	35	736	671	435	200	342
General fund Surplus/(Shortfall)	(253)	0	0	0	0	0
See Note below	98	1,069	1,000	685	850	592
	<u>1,012</u>	<u>1,423</u>	<u>1,342</u>	<u>1,010</u>	<u>1,180</u>	<u>904</u>

Since June 30, 1998, NCNC eliminated the General Fund shortfall of \$253,000 and increased funds available for ministry from \$98,000 to \$1,000,000 by June 30, 2008. Honoring any restrictions by the donor, these funds are available to supplement ministry spending. For the year ending June 30, 2009, the latest forecast projects a decrease in available funds of \$315,000 leaving an available balance of of \$685,000.

Here are some of the major areas that the **\$315,000** of funds were used for in 2008-09.

Camp Caz Capital Improvements (primarily health and safety)	127
Upgrading 2 bridges and repairing/replacing drives and walk-ways	
Supplemental Ministries	100
Projected shortfall	73
Church vitality: renewal grants & coaching program	
(in partnership with Local Church Ministries of the national setting)	15