

NHCUCC Board of Directors  
November 2022 Meetings Summary

The Board of Directors of the New Hampshire Conference met on November 5 at the Ruth Somes House, on the campus of Heritage Heights Retirement Community in Concord. We enjoyed a meeting, fellowship, worship, and meal together in person for the first time in almost three years. In addition to the 15 members and officers present, we welcomed Ms. Martha Sappington, who was elected to the Board at the recent Annual Meeting.

Following introductions, getting re-acquainted with each other, and some routine business, our Conference Minister, the Reverend Gordon Rankin, led us in an overview and discussion of our Conference's organizational structure. This structure was adopted some 9-10 years ago when a significant re-organization took place, and we feel it prudent to initiate a review of that structure and how well it is working. This overview and discussion with the Board will be taken to other venues across the Conference in the months to come as we seek feedback on how well the current organization is working and whether any changes are warranted.

Conference Treasurer, Mr. Phil Warren, reported on the Conference's financial position as of the end of September. Phil's report shows a net bottom-line deficit of \$(70,294), which is about \$20K less of a deficit than we had at this time last year, but still a concern against a budgeted deficit for the year of only \$(55,234). The usual pattern is that mid-year deficits are at least partially made up in December. Associations and churches are encouraged to forward their fellowship dues and OCWM contributions to the Conference as soon as possible, to minimize cash flow issues.

The Board heard the Conference Minister's report, which described progress in all aspects of our staffing transition plan, plans to repair the aging fire sprinkler system at the Conference Center, a successful annual meeting, plans for preparing our delegation for General Synod in June, and several administrative and programmatic matters.

The Human Resources committee of the Board reported on the completion of the Conference Minister's annual evaluation, which was overwhelmingly positive. The report was well received by both Gordon and the Board.

The Board had a discussion which included updating our intermediate term goals. Notable among these goals are:

- Complete our current staff transitions, including the responsibilities of the Associate Conference Minister, Office Manager, Communications & Event Planner, CE Resource Consultant, and Horton Center Executive Director. We look forward to welcoming and working with new staff as they come on board.
- Achieve our financial goals as described in the Mission Income and Spending Plan, while effectively using all of our financial resources. Plan for and implement changes required to support fiscal sustainability.

- Complete a Conference-wide review of our current governance structure and implement any recommended changes.
- Complete near-term Conference Center facility repairs and plan for future updates as necessary in a cost-effective manner.
- Plan for continuity through the upcoming (late 2022, early 2023) Conference Minister's sabbatical.
- Support discussions and plans around lay leadership development and Association capacity.

We heard a heart-warming report from directors Kira Morehouse and Nancy Talbott, who both spent time at Horton Center this summer as Camp Counselors and Deans. Kira and Nancy described a spirit-filled, welcoming, affirming, fun, and life-changing experience for both adults and kids at camp. They encouraged the rest of us to volunteer as adult leaders, and to send our children, grandchildren, and their friends to camp next summer.

Finally, the board reflected on the recent and very successful Annual Meeting of the Conference, and noted that we as a Conference are now skilled at running a large hybrid (in-person and virtual) formal meeting. We noted that we have been asked how to volunteer to serve on the Annual Meeting Planning Team. This team is recruited and appointed by the Board each year, and new members are welcome. If you would like to volunteer to help with next year's meeting, please get in touch with us at [BOD@nhcucc.org](mailto:BOD@nhcucc.org), or contact Cindy Bradley at the Conference office.

In the spirit of our Annual Meeting theme, your Board of Directors is "singing a new song" as we welcome new directors, resume meeting in person, refresh our intermediate-term goals, welcome new staff, and plan and implement changes to sustain the Ministries of the New Hampshire Conference into the future. We appreciate the support, enthusiasm, and hard work of all of our clergy, staff, directors, and volunteers throughout all Conference Ministries.

The Board of Directors will meet next on February 11, 2023. Our special guest will be Andrew Warner, Generosity Outreach Officer for the National Setting of the UCC, who will discuss new models of philanthropy with us and members of the Finance Ministry. Our meeting schedule in 2023 will include five meetings by Zoom or in person on February 11, April 15, June 10, September 16, and November 4.

As always, questions or feedback for the Board are welcome at [BOD@nhcucc.org](mailto:BOD@nhcucc.org).

Bruce Kinney  
President, NH Conference, UCC