

**158th ANNUAL MEETING OF THE WINDHAM ASSOCIATION
Southern New England Conference, United Church of Christ**

**June 16, 2022
First Church of Christ in Mansfield (Congregational) UCC**

AGENDA

Potluck Supper

Call to Order and Opening Prayer

Determination of a Quorum

Approval of the Minutes of our 2021 Association Meeting

Financial report

Registrar's report

Report of the Moderator

Greetings from the Area Conference Minister for the North Central Region

Greetings from the Conference's Director of Stewardship and Donor Relations

Nominations and Election of the Windham Association Officers and Council

Approval of the 2022-2023 Budget

Adjournment

Program: Amy-Jill Levine – "To Know Jesus is to Know Judaism"

**Meeting of the Windham Association,
Southern New England Conference, United Church of Christ
January 27, 2021**

Authorized Ministers, delegates and friends of the Windham Association gathered on January 27, 2021 via Zoom. Moderator Haverly called the meeting to order at 7:05 p.m. and introduced our new Area Conference Minister. Liz greeted the assembly, then led a brief time of Devotions.

A quorum was established with representation from 10 of the Association's 18 congregations.

Federated Church of Christ, Brooklyn – Rev. Jane Newall, Melissa Wilson

First Congregational Church of Canterbury – Rev. Cheryl Caronna, Kathleen Brown, Emily Logee-Savoie

Hampton Congregational Church – Michelle Mlyniec

First Church of Christ in Mansfield, Congregational – Rev. Joseph Blotz, Deb Hubbell

The Congregational Church of Putnam – Rev. Kathleen Henry

Storrs Congregational Church – Carolyn Holmy, Pamela Roberts

First Congregational Church of Willimantic – Rev. Richard Haverly, Val & George Timmins

East Woodstock Congregational Church – Rev. Susan Foster

Church of the Good Shepherd, West Woodstock – Rev. Alice O'Donovan

First Congregational Church of Woodstock – Rev. Kevin Downer, Debby Kirk

Others present included Rev. Richard Duvall (retired), Kate Alexander (MID), and Area Conference Minister Rev. Elizabeth Garrigan-Byerly.

Rev. Haverly introduced the motion from the Windham Association Council that the Association adopt the Unified Fitness Review Process. There was a time for questions, comments, and discussion. The assembly was then asked to affirm the Council's recommendation to adopt the UFR process. The motion passed unanimously.

Rev. Haverly then asked the assembly to affirm the Council's recommendation that all references to the Connecticut Conference in our governing documents be changed to the Southern New England Conference. The assembly affirmed unanimously.

Rev. Haverly then asked that the assembly affirm the Council's recommendation that the description of the Council's responsibilities found in our governing document be modified as follows:

Bullet #2 – change "licensed or commissioned ministry" to "Lay Ministerial Standing"

Bullet #10 – change to "Ensure that all decisions about standing are guided by the most current edition of the UCC Manual on Ministry."

The assembly affirmed these changes unanimously.

Rev. Haverly asked if there was other business. Delegate Pam Roberts asked about a communications plan for the Association. Registrar Deb Hubbell encouraged all to sign up for the various news blasts from the Conference. There are approximately two dozen email lists to which individuals can subscribe by navigating to <https://sneucc-email.brtapp.com/subscribe>. That includes a weekly North Central Regional E-News where Windham and Central MA Association announcements will appear.

There being no further business, the meeting was adjourned at 7:50 p.m.

Submitted by,
Deborah Hubbell, Registrar

2021-2022 Financial Report
Windham Association, SNEUCC

| | Fiscal Year | Budgeted | % of Budget |
|--|--------------------------|--------------------|--------------------|
| INCOME | | | |
| Dues from member congregations | \$ 3,393.50 ¹ | \$ 3,625.00 | 93.6% |
| Cornerstone Fund Interest | \$ 104.99 | \$ 115.00 | 91.3% |
| Delegate Expense Reimbursement | | \$ 1,200.00 | 0.0% |
| Misc Income | | | |
| Clergy Gathering/Workshop | | \$ 1,000.00 | 0.0% |
| Total Income | \$ 3,498.49 | \$ 5,940.00 | 58.9% |
| EXPENDITURES | | | |
| Administrative | | | |
| Registrar Honorarium | \$ 1,000.00 | \$ 1,000.00 | 100.0% |
| Website fees | | \$ 150.00 | 0.0% |
| Misc admin expenses | \$ 15.37 | \$ 90.00 | 17.1% |
| Delegate Expenses | \$ 109.31 | \$ 2,200.00 | 5.0% |
| Programs and Special Projects | | | |
| Clergy Gathering/Workshop | \$ 500.00 ² | \$ 1,500.00 | 33.33% |
| Grants, Support, and Scholarships | | \$ - | 0.0% |
| Mustard Seed Grant | | \$ 1,000.00 | 0.0% |
| Misc. Expenses | | | 0.0% |
| Total Expenditures | \$ 1,624.68 | \$ 5,940.00 | 27.4% |

Notes:

¹ Dues from two congregations had not been received before end of fiscal year

² Contribution toward honorarium for Amy-Jill Levine workshop at Mansfield

ACCOUNT BALANCES

| | | |
|------------------------------|---------------------|--|
| LIBERTY BANK CHECKING | \$ 7,304.49 | |
| CORNERSTONE FUNDS | \$ 3,317.28 | (6-month note @ .875%; matures on 10/22/22) |
| | \$ 3,147.49 | (36-month note @ 1.625%; matures on 11/02/24)* |
| TOTAL ASSETS | \$ 13,769.26 | |

Respectfully submitted,
Deborah Hubbell
5/1/2022

Report of the Registrar
Windham Association
Ministerial and Ecclesiastical Changes
as reported to Conference Registrar during FY21/22

June 2021

Rev. Jinny Smanik resignation from Hampton Congregational Church.
Effective 6/13/21.

July 2021

Rev. Richard Haverly retirement from First Congregational Willimantic.
Effective 7/11/21.

June 2021

The Rev. John B. Wilcox passed away at home in Brooklyn, CT on Saturday June 26, 2021

September 2021

Rev. Robert (Mike) Lake called to Hampton Congregational Church as Interim Pastor.
Effective: 9/1/2021

October 2021

South Killingly final worship

November 2021

Rev. Norman Michaud called to Congregational Church of Putnam as Pastor.
Effective: 11/1/2021
Rev. Robin Blundon called to First Congregational Church of Willimantic as Interim Pastor.
Effective: 11/22/2021

March 2022

Rev. Norman Michaud installed at Congregational Church of Putnam 3/27/2022.

April 2022

Rev. Norman Michaud's standing officially transferred from Metropolitan Denver to Windham Association by action of the WA Council on 4/5/22.

Windham Association Report of the Moderator

Dear Partners in Ministry,

It has been an honor to serve as Moderator of the Windham Association this year. I am grateful to the Rev. Rick Haverly who served in the role of Moderator during the most challenging parts of the pandemic.

These past twelve months we celebrated:

- Installation of Norman Michaud as the Pastor of the Putnam Congregational Church.
- CROP Walk in October 2022 on the RiverView Trail in Putnam.
- The retirement of the Rev. Alice O'Donovan
- Offering support for churches during their search process
- Establishing a requirement for all Association ministers to participate in racial justice training by the end of 2022 and at least every five years afterwards.

I look forward to learning, with you, where the Spirit is leading us as disciples here in Connecticut's Quiet Corner... may the peace of Christ be with us as we journey.

Susan J. Foster
Moderator

June 7, 2022

Dear Partners in Ministry,

At the beginning of the year, I shared with Association leadership this list of trends that I was hearing and seeing in churches in our region. They felt it might be valuable for you to see it too. At the very least, we hope it reminds you that you are not alone. Even more, we hope it invites conversation between us all.

This list does not represent a scientific study; nor is it a comprehensive assessment of all our churches. And, because everything is contextual, these trends may look different in different settings. Generally, these are trends that existed before March 2020; they were exacerbated—not caused—by Covid.

The Center for Transformational Leadership recently shared this reframing with the ACM staff: “the question we usually ask is ‘what do we do about this problem?’ Instead, let’s ask ‘what might happen if?’” I hope we can engage in “what might happen” conversation about these areas and others.

Trends

- **Governance structures & lay leadership**
 - Many churches are struggling to fill their leadership positions
 - Growing questions about how to adjust leadership structures & practices to meet church’s needs and members’ time
 - Meetings and committees are not meaning-making and community-building spaces for younger generations as they are/were for older generations
 - *What sort of ministry might be possible if we had more nimble governance structures?*
- **Children & Youth**
 - Many churches are struggling to get their children & youth (and their parents) to return consistently
 - More & more churches are finding that the traditional model of “Sunday School” isn’t working and are experimenting with different models that emphasize intergenerational worship, home-based practices and experiential learning
 - *What might happen if faith formation is more integrated into our daily lives?*
- **Engagement**
 - Church attendance and Christian identity have been declining for decades
 - Church culture (everything from what to do when you enter a building to what faith is) is now foreign to the majority of the population
 - For almost a decade now, national polls have shown that those who think of themselves as “active” in church only attend twice a month. And, Sunday morning worship attendance is no longer *the* marker for engagement
 - Most churches have not seen “everyone” return to worship. The segment of “sometimes” or “cultural normative” worshippers is least likely to return
 - At the same time, those who are “left” in the church are more and more those who have always been there—this creates an even greater cultural divide
 - *What might happen if we do not expect church to look exactly like it did 10, 20, 50 years ago?*

- **Pastoral Transitions**
 - These continue to happen at increasing rates, pastors either leaving for a new call, leaving ministry all together or retiring, including trained interims and those available for bridge positions
 - Subset of churches experiencing crisis of leadership without their pastor and may not be able to bounce back
 - Growing number of churches that need to consider yoking, merger or Legacy
 - *What might happen if we strengthened our understanding that the ministers of the church are All God's People?*
- **Collaboration with other Churches, Community Groups**
 - Renewed interest/energy for partnering for discreet projects/moments.
 - Virtual worship allows churches to “visit” each other when their pastor is away.
 - *What sort of ministry is possible when we collaborate?*
- **Using buildings as ministry**
 - Churches have long offered hospitality to outside groups (AA, scouting troops, preschools, etc) and as income has dwindled, many churches have turned to renting their space as an income source.
 - Churches that treat renting/giving their space as part of their ministry of hospitality and community engagement have had much more success in keeping those partnerships through the pandemic.
 - *How might the gospel of Jesus manifest if we shared our building gladly and boldly?*
- **Authentic, intentional community**
 - Pandemic was opportunity to refocus on the gift of authentic, intentional community—embodiment of the Body of Christ
 - Many churches delivered a lot of things (communion bread, flowers, stewardship packets) to homes during Covid
 - Many churches created space in worship, fellowship or video/writing for people to share “God moments” from their every day lives
 - Loneliness and lack of authentic community are endemic in our culture
 - *How might we transform the world if we continue to do this?*

However these trends manifest in your setting, whatever other trends you are experiencing, may we continue to wonder together at how the Holy Spirit is moving in our midst, how we can embody the love and justice of Jesus in this time and place, and what our Creator God desires for us all.

In faith,



Rev. Liz Garrigan-Byerly
Area Conference Minister, North Central Region

NOMINATIONS

2022-2023 COUNCIL & SYNOD DELEGATES

Windham Association
Southern New England Conference
United Church of Christ

Windham Association Council

(3-year terms, limited to two consecutive terms; no term limit for Treasurer and Registrar)

Officers

| | | |
|---|----------------------|-------------------|
| Moderator, Rev. Susan Foster (East Woodstock) | 1 st term | Term expires 2025 |
| Vice Moderator, <i>Vacancy</i> | | Term expires 2025 |
| Registrar, Deborah Hubbell (Mansfield) | 4 th term | Term expires 2023 |
| Treasurer, Deborah Hubbell (Mansfield) | 2 nd term | Term expires 2025 |

Members-at-Large

| | | |
|-------------------------------------|--------------------------|-------------------|
| <i>Vacancy</i> | (to fill unexpired term) | Term expires 2023 |
| Rev. Joseph Blotz (Mansfield) | 2 nd term | Term expires 2024 |
| Rev. Kevin Downer (Woodstock First) | 1 st term | Term expires 2024 |
| <i>Vacancy</i> | 1 st term | Term expires 2025 |
| <i>Vacancy</i> | 1 st term | Term expires 2025 |

General Synod Delegates

| | |
|-----------------------------|-----------------------------------|
| Rev. Jane Newall (Brooklyn) | Term expires after the 2023 Synod |
| <i>Vacancy*</i> | Term expires after the 2025 Synod |

*Beginning this year, the Association will no longer submit names of delegates it has elected but instead will provide nominations of delegates to be selected by the Conference.

**Windham Association
Southern New England Conference
United Church of Christ**

2022-2023 Budget Proposal

| | 2021-22 Budgeted | 2021-22 Actual | 2022-23 Budgeted |
|---|---------------------|------------------------|---------------------------|
| REVENUE | | | |
| Dues from member congregations | 3,625 | 3,393.50 | 3,571 |
| Cornerstone Fund Interest | 115 | 104.99 | 80 |
| Misc Income | | | |
| Workshops (From Collaborators) | 1,200 | - | 1,200 |
| Carry-over from previous year | 1,000 | - | 1,869 |
| Total Anticipated Income | <u>5,940</u> | <u>3,498.49</u> | <u>6,720</u> |
| EXPENSES | | | |
| Administrative | | | |
| Registrar Honorarium | 1,000 | 1,000.00 | 1,000 |
| Website fees | 150 | | 170 |
| Misc. Admin. Expenses | 90 | 15.37 | 50 |
| Delegate Expenses | 2,200 | 109.31 | 2,200 ¹ |
| Programs and Special Projects | | | |
| Meetings/Workshops/Clergy Gathering | 1,500 | 500.00 | 1,500 |
| Gifts, Grants, Scholarships, Support | - | - | - |
| Gifts | | | 50 |
| Mustard Seed Grant | 1,000 | - | 1,000 |
| Scholarships and Support | | | 750 |
| Total Budgeted Expenditures | <u>5,940</u> | <u>1,624.68</u> | <u>6,720</u> |

¹ This is half the cost of sending 2 delegates every other year. The 2023 Synod will be in Indianapolis, IN. The estimated cost of sending two delegates to Synod in 2023 is \$4400, some of which will be incurred in this budget year and some in the next.

Windham Association Dues for 2022-2023

| Congregation | Base | + | Capitation | x | Members ¹ | = | Dues |
|--|------|---|-------------------|---|----------------------|---|-------------------|
| Abington Congregational Church, UCC | \$50 | + | \$1.50 per member | x | 50 | = | \$125.00 |
| Central Village Congregational Church | \$50 | + | \$1.50 per member | x | 29 | = | \$93.50 |
| Church of the Good Shepherd | \$50 | + | \$1.50 per member | x | 27 | = | \$90.50 |
| Congregational Church of Putnam UCC | \$50 | + | \$1.50 per member | x | 85 | = | \$177.50 |
| East Woodstock Congregational Church UCC | \$50 | + | \$1.50 per member | x | 230 | = | \$395.00 |
| Federated Church of Christ UCC, Brooklyn | \$50 | + | \$1.50 per member | x | 61 | = | \$141.50 |
| First Church of Christ in Mansfield, Congregational, UCC | \$50 | + | \$1.50 per member | x | 103 | = | \$204.50 |
| First Congregational Church of Canterbury, UCC | \$50 | + | \$1.50 per member | x | 86 | = | \$179.00 |
| First Congregational Church of Woodstock, UCC | \$50 | + | \$1.50 per member | x | 136 | = | \$254.00 |
| Hampton Congregational Church | \$50 | + | \$1.50 per member | x | 99 | = | \$198.50 |
| Scotland Congregational Church, UCC | \$50 | + | \$1.50 per member | x | 43 | = | \$114.50 |
| Storrs Congregational Church UCC | \$50 | + | \$1.50 per member | x | 281 | = | \$471.50 |
| Storrs Korean Church UCC | \$50 | + | \$1.50 per member | x | 24 | = | \$86.00 |
| The First Congregational Church of Plainfield | \$50 | + | \$1.50 per member | x | 21 | = | \$81.50 |
| The First Congregational Church of Willimantic | \$50 | + | \$1.50 per member | x | 237 | = | \$405.50 |
| Thompson Congregational Church, UCC | \$50 | + | \$1.50 per member | x | 67 | = | \$150.50 |
| Westfield Congregational Church UCC | \$50 | + | \$1.50 per member | x | 235 | = | \$402.50 |
| | | | | | | | \$3,571.00 |

¹ Membership figures from Access UCC (2022 Yearbook)