Ian Tosh, Moderator of the Southern New England Conference welcomed all to the gathering and called the Annual Meeting to order. Ian pointed out that although things are different at this virtual Annual Meeting, this Conference is always ready to do a new thing. Ian then explained the procedures for the Zoom Annual Meeting.

The Rev. Cleo Graham led us in a prayer, and introduced worship, as participants filled the chat box with greetings for one another. The Rev. Fredd Ward delivered a meditation on past, present, and future, and the Conference’s vision.

The Moderator introduced the Vice moderator Persephone Hall, the Parliamentarians, the Rev. George Peters and Harry Pape, the Business team the Rev. Ian Holland, the Rev. Angie Ballou, the Rev. Jim Latimer, and Dr. Grace Steere, and the Recorder, Patti Babcock of the Conference staff. Tech work was done by Tiffany Vail and Drew Page. The Registration team was Deb Holmes, Emily McKenna, and Nancy Stubbs. It was announced that 658 people registered for the meeting, of whom 270 were clergy and 260 were lay. The Moderator then affirmed a quorum of 530.

The Moderator called everyone’s attention to the Delegate Materials that can be found online and explained the procedure for debate. Participants needed to raise their hand if they had a comment or question. The Q&A chat box needed to be for business only. It was explained that participants will be prompted for voting, or they can call by phone. It was asked that if participants are not Delegates that they please do not vote when the prompt comes up. Those that are eligible to vote practiced with a vote on their favorite pie.

The Moderator introduced Persephone Hall to move the Behavioral Covenant and Rules of Procedure. By adopting this vote, the gathering committed to speak from self, share the air, communicate with care, to turn to wonder and to lean on spirit. The Vice moderator then instructed the gathering on the voting rules, asking that we use “I wonder”, “I believe” or “I pray” at the start of their comments. Coming from a committee the motion did not need a second, and the Moderator invited discussion. Having no discussion, a vote was taken, and it passed.

<table>
<thead>
<tr>
<th>Behavioral Covenant &amp; Rules of Procedure</th>
<th>SNE20-AM-01</th>
</tr>
</thead>
</table>

The 2020 Annual Meeting approves the Behavioral Covenant and Rules of Procedure as presented (Appendix A).
The Moderator invited the Bridge Conference Ministers to speak. The Rev. Marilyn Kendrix reminded us that 2020 had been a busy year living the love and justice of Jesus and living into our core values. The Rev. Don Remick described how the past year transformed the Conference into something new. COVID-19 has changed the year and still we adapted to this new world, with innovative online worship, remote pastoral care, justice advocacy, grief training and more. They knew what they were doing was new, but change happened very quickly in many new areas. Changes have been made to the staffing structure because the world has changed, for example the position of Digital Minister was added, and they augmented the Conference’s Racial justice ministry. This new chapter was shepherded into being by others and now the Bridge Conference Ministers will hand it over to a new Executive Conference Minister.

Ian Tosh called on the Rev. Philomena Hare to move that the gathering adopt the Nominating Slate for the Board of Directors that was presented in the Delegate Materials. A second was not needed, a vote was taken, and it passed.

```
<table>
<thead>
<tr>
<th>Election of Board Members and Officers</th>
<th>The 2020 Annual Meeting Elects the Slate of Officers and Directors for the Southern New England Conference as presented (Appendix B).</th>
</tr>
</thead>
</table>
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The Moderator called on Calvin Price, Treasurer of the Conference. Mr. Price encouraged all to read the Treasurer’s report in the Annual Meeting materials. There were losses from camps having to close, and a Federal Paycheck Protection Program loan was obtained. There was also uncertainty about local church giving. The 2021 Budget assumes that giving by churches will decrease by 4%. The Board is actively pursuing other income sources such as grants. The budget assumes that we will be able to run the camps, but this is uncertain. Even with the addition of new positions like Digital Minister, the overall level of staffing will be less than the past. The Board is profoundly grateful to be with the Conference on the journey.

The Rev. Jocelyn Gardner-Spencer, President and Chair of the Board of Directors addressed the gathering. Rev. Gardner-Spencer described many of the changes the Conference has been through recently, and expressed that it had been truly a gift to work with the Board of Directors. She introduced the Faith in our Future Together program, which will offer financial and consulting help to selected churches as they adapt their ministries during the pandemic. The Conference will enter into new covenants with these churches so they can emerge stronger.

The gathering paused for powerful worship with music, readings, and a meditation by the Rev. Shelley Stackhouse on her church’s experience with racial injustice. The Moderator reminded us that the Holy Spirit is with us this day. He then introduced the opportunity to be with each other in the Breakout Sessions. He gave instructions for the Breakout Sessions and pointed out that if you signed up for a breakout you would have received a separate link.
After the break, the Moderator introduced the Rev. Chontell Washington who introduced the other members of the Executive Conference Minister Search Team, and then reported on the process. The Search team had to work around a pandemic and be creative. They worked with a consultant, as well as the Rev. Lee Albertson from the national UCC staff. The Search Team had a diverse set of skills, and they found the candidate they needed for such a time as this.

The Moderator invited the gathering to submit questions to the Rev. Darrell Goodwin using the Q&A feature of the meeting. Questions were curated by the Rev. Fredd Ward, Rev. Edwin Perez, and Linda Mesler.

After several Speakouts, the Rev. Marilyn Kendrix and Rev. Don Remick introduced the clergy who were celebrating their 25-year and 50-year ordination anniversaries as their names scrolled on screen.

In a recorded message, the Rev. Dr. John C. Dorhauer thanked all for their gifts to Our Church’s Wider Mission and expressed how so much is made possible through the Conference’s contributions.

We then entered a question-and-answer period with the Rev. Goodwin, and many questions were asked about his call to ministry. Rev. Goodwin wanted to preach as a child and heard a strong call as a teenager. His personal experience with Spiritual Direction started in seminary. He imparted some of his thoughts on birthing the vision to life, and where the Holy Spirit may be calling the new Conference.

The Moderator thanked everyone for their thoughtful questions and introduced a short worship with music and a meditation by Pascale Miller about continuing to do God’s work. The Rev. Angela Menke Ballou reflected on changes brought on during the pandemic.

The Rev. Gardner-Spencer thanked the members of the Executive Conference Minister search committee and moved that the 2020 Annual Meeting release the Search committee from their work. There being no discussion a vote was taken, and it passed.

<table>
<thead>
<tr>
<th>Release of the Search Committee</th>
<th>The 2020 Annual Meeting voted to release the Executive Minister Search Committee from their work.</th>
</tr>
</thead>
<tbody>
<tr>
<td>SNE20-AM-03</td>
<td></td>
</tr>
</tbody>
</table>

The Rev. Chontell Washington moved that the 2020 AM elects the Rev. Darrell Goodwin as the Executive Conference Minister of the Southern New England Conference. A vote was taken, and it passed.

The Rev. Cleo Graham led us in a joyous prayer of thanksgiving in our call of Rev. Goodwin.

The Rev. Kendrix and Rev. Don Remick thanked all for the work that was needed to accomplish the Annual Meeting including the technical team, the Conference staff, the Board of Directors, and the delegates.

The Moderator thanked all for their patience and introduced worship. He then declared the meeting would be adjourned at the end of worship.

Worship included a meditation by Kimberly Martinez about hope, and a reflection from Rev. Philomena Hare.

The 2020 Annual Meeting ended at 12:33pm.

Respectfully Submitted,
Patti Babcock, Recorder
Appendix A:

Southern New England Conference, United Church of Christ
Annual Meeting 2020
Behavioral Covenant and Rules of Procedure

A remote Annual Meeting presents particular challenges for a church with a long history of in-person deliberation and discernment! In addition, the MA Legislature, in the emergency resolution allowing remote Annual Meeting, set certain requirements which are listed at the end of this document.

Bearing in mind these new circumstances, the Board of Directors proposes the following Behavioral Covenant and Rules of Procedure for this meeting.

**Recommended Action:** The Annual Meeting approves the Behavioral Covenant and Rules of Procedure for the 2020 Annual Meeting.

I. **Behavioral Covenant**

The Board of Directors of the Southern New England Conference, UCC affirms the following behavioral covenant and recommends its adoption by the delegates to the 2020 Annual Meeting. Together we commit to:

- **Speak for Self.** We will share from our own individual perspectives, avoiding statements like, “Everyone knows...” or, “I think we all can agree...” (which exclude people who may not know or agree) and “Some people are saying...” (which avoids accountability for the speaker).

- **Share the Air.** We will be mindful of those who are monitoring and processing questions, and pay attention to how much time and space we take up. If we have spoken or submitted a question or comment already, or if someone else has given voice to our viewpoint, we will consider making room for other voices.

- **Communicate with Care.** We will choose words that are respectful and inclusive of the various characteristics and life experiences represented among our conferences, congregations, and communities. We will use language to build up, not break down. We will attend to the impact of our words and actions, and when harm is identified, we will listen and respond with care and respect.

- **Turn to Wonder.** If we find ourselves inclined to make a snap judgment or dismiss another person’s perspective, we will get curious. We will wonder (or ask) why they think the way they do and be open what we might have to learn from one another.

- **Lean on Spirit.** We will remember that God is present in our conversation and be intentional about listening for that still-speaking voice. We will leave time for prayer and stay receptive to the Spirit’s leading.

II. **Rules of Procedure**
The goal of these rules is to allow for fruitful participation by delegates in the context of an abbreviated, on-line meeting. Meetings will be conducted in accordance with Robert’s Rules of Order as interpreted by a Parliamentarian, except as indicated below.

1. The Board of Directors appoints a Business Committee for the Conference. The Business Committee includes the Moderator, Vice-moderator, and Secretary of the Conference, with additional Board members, officers or others at the Board’s discretion.

2. Visitors are welcome and encouraged to participate in worship and networking opportunities. Voting members of the Conference, and those who have voice without vote in business sessions, are defined in the Bylaws of the Conference.

3. The Board of Directors may submit proposed actions directly to the Annual Meeting. Proposed actions from other sources are to be submitted to the Business Committee at least 90 days before the Annual Meeting. If the Business Committee deems an action appropriate to the goals of the Annual Meeting, the action will be placed on the agenda and sent to the churches in a Call to the Annual Meeting at least 30 days before the meeting.

4. Reports required by the Bylaws of the Conference, plus any proposals presented by the Boards, will be included in the Call to the Annual Meeting.

5. In order to receive consideration, any matter not included in the call should be placed in the hands of a member of the Business Committee before the meeting convenes. The Business Committee will determine whether the matter is appropriate to the goals of the meeting and whether there is sufficient room on the agenda for the matter to be added.

6. No new matters may be introduced after the meeting is convened, unless there is a two-thirds vote to place such matters on the Agenda.

7. The following shall be the procedure for considering votes coming to the floor of the Conference:

   a. A designated sponsor shall be allowed three minutes to explain the proposed action.

   b. The floor will then be open for conversation and discernment as follows:

      i. Each authorized member desiring to speak will indicate their interest by using the Zoom “raised hand” tool.
ii. When the Moderator recognizes a speaker, the speaker will receive a prompt to unmute their microphone.

iii. Each speaker will identify themself by name and local church membership.

iv. Each speaker is encouraged to begin their statement with one of the following: “I believe…”, “I wonder….”, or “I pray …”

v. Each speaker may speak for a maximum of 60 seconds.

vi. Conversation will be guided by the Behavioral Covenant as voted by the meeting.

vii. Moderators will be responsible for ensuring that all perspectives are sufficiently heard.

c. Members who wish to call a question or to raise a point of order may do so by raising a hand and typing "Point of Order" or "Call the Question" into the Q&A box. The Moderator will recognize the member, and the Zoom host will prompt them to un-mute their microphone so they can be heard.

d. Members who wish to consult with a member of the Business Committee or a Parliamentarian may do so by texting or calling a designated phone number.

e. Where amendments are allowable in the Bylaws, proposed amendments shall be presented in writing to the chair of the Business Committee before being presented on the floor. Only one amendment to a main motion shall be considered at a time. Any amendment that changes the general intent of the original main motion will be declared out of order by the Moderator.

f. No speaker shall speak to the same issue twice until all those that wish to speak have been heard once, except to answer questions addressed to them by the Moderator.

g. A motion to limit or extend the limits of debate is itself debatable; such motions require a second and a two-thirds vote unless decided by general consent.

h. The Moderator may call for a motion to close debate when discussion is deemed as revealing no new light. The Moderator may call for a moment of silent prayer and reflection before taking a vote.

i. In the event that translation is needed, the Moderator will recognize a translator for equal time for the moving of a motion or responding to a motion.
j. Out of compassion and respect for one another, there will be no use of thumbs-up or other virtual applause mechanisms when a motion passes or fails, unless the vote on that motion has been unanimous.

8. The conferences will stay in session until all matters described above have been dealt with, or until the scheduled end of the business meeting, whichever is earlier.

a. If at the scheduled end of the business meeting there is still unfinished business, the Moderator will call for a vote on whether or not to continue for 15 minutes. If the vote carries by a two-thirds majority, the meeting will continue. If it does not carry, all matters remaining on the Agenda will be referred to the Board of Directors.

b. If the Conference votes to stay in session, the process described above will be repeated at 15-minute intervals until all business is completed, or the meeting is adjourned with items leftover for later consideration by the Board of Directors. The Annual Meeting will then adjourn following worship.

9. These Rules of Procedure shall remain in effect until changed by a vote of a subsequent Annual Meeting or Special Meeting, or unless modified between Conference meetings by a vote of the Board of Directors for purposes of collaboration or adaptation during the start-up of the new Southern New England Conference of the United Church of Christ.

Massachusetts Section 16 Requirements for Remote Member Meeting

(i) reasonable measures shall be implemented to verify that each person deemed present and permitted to vote at the meeting by means of remote communication is a member or proxyholder;

(ii) reasonable measures shall be implemented to provide such members and proxyholders a reasonable opportunity to participate in the meeting and to vote on matters submitted to the members, including an opportunity to read or hear to the proceedings of the meeting substantially concurrently with such proceedings, pose questions and make comments, regardless of whether the members can simultaneously communicate with each other during the meeting; and

(iii) if any member or proxyholder votes or takes other action at the meeting by means of remote communication, a record of such vote or other action shall be maintained by the corporation.
Appendix B:
2020 Nominating Slate

BOD Officers:

The Rev. Jocelyn Gardner-Spencer
President
Class of 2021
United Church on the Green, New Haven, CT

The Rev. Angie Menke Ballou
Vice-president
Class of 2021
Cotuit Federated Church, Cotuit, MA

Calvin Price
Treasurer
Class of 2021
North Madison Congregational Church, Madison, CT

Dr. Grace Steere
Secretary/Clerk
Class of 2021
First Congregational Church, Bristol, RI

Ian Tosh
Moderator
Class of 2021
First Congregational of Somerville, Somerville, MA

Persephone Hall
Vice-moderator
Class of 2021
Liberty Christian Center International, Hartford, CT

BOD Members:

The Rev. Hannah Brown
Class of 2023
West Concord Union Church, West Concord, MA

Sandra Dickson
Class of 2023
North Madison Congregational Church, Madison, CT

The Rev. Lynne Dolan
Class of 2021
Prospect Congregational Church, Prospect, CT
The Rev. Bridget Fidler  
Class of 2022  
First Church of Christ Congregational, Suffield, CT

The Rev. Rebecca Floyd Marshall  
Class of 2021  
United Congregational Church of Little Compton, RI

Chip Hamblet, Jr.  
Class of 2023  
Pawtucket Congregational Church, Lowell, MA

The Rev. Philomena Hare  
Class of 2022  
UCC Congregational Church of Norwell, MA

Tracy Keene  
Class of 2021  
Old South Church in Boston, Boston, MA

Larry Kellam  
Class of 2023  
Central Congregational Church, Providence, RI

The Rev. Lauren Lorincz  
Class of 2021  
Colchester Federated Church, Colchester, CT

Frances Munro  
Class of 2022  
Central Congregational Church, Providence, RI

The Rev. Kari Nicewander  
Class of 2022  
Immanuel Congregational Church, Hartford, CT

Linda Sable  
Class of 2023  
Seekonk Congregational Church, Seekonk, MA

Suzanne Swanson  
Class of 2021  
Newman Congregational UCC, Rumford, MA
## Appendix C:

2021 Budget as approved by the Board of Directors

### Southern New England Conference, United Church of Christ

**2021 BUDGET as approved by the Board of Directors**

<table>
<thead>
<tr>
<th>OPERATING REVENUE</th>
<th>2020</th>
<th>2021</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE INCLUDED FOR PURPOSES OF CALCULATING PROPORTIONAL GIVING BASE PERCENTAGE:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I. Contributions and Gifts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proportional Giving receipts from Churches</td>
<td>3,887,200</td>
<td>3,731,700</td>
<td>-4.0%</td>
</tr>
<tr>
<td>Friends of the Conference</td>
<td>77,150</td>
<td>78,000</td>
<td>0.8%</td>
</tr>
<tr>
<td>II. Investment Income</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Return Process used for Operations</td>
<td>942,800</td>
<td>897,250</td>
<td>-4.7%</td>
</tr>
<tr>
<td>Additions Draw on Unrestricted Assets - CT (regular)</td>
<td>57,300</td>
<td>57,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Trust Income</td>
<td>154,000</td>
<td>124,000</td>
<td>-19.5%</td>
</tr>
<tr>
<td>III. Fees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TFM - Pastoral and Admin Services</td>
<td>247,900</td>
<td>247,900</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other Fees</td>
<td>35,600</td>
<td>46,250</td>
<td>-28.0%</td>
</tr>
<tr>
<td>Miscellaneous Income</td>
<td>39,100</td>
<td>37,100</td>
<td>-5.1%</td>
</tr>
<tr>
<td>Total Fees and Miscellaneous</td>
<td>372,600</td>
<td>329,550</td>
<td>-11.6%</td>
</tr>
<tr>
<td><strong>TOTAL PROPORTIONAL GIVING BASE</strong></td>
<td>5,495,750</td>
<td>5,237,500</td>
<td>-5.0%</td>
</tr>
<tr>
<td><strong>REVENUE NOT INCLUDED FOR PURPOSES OF CALCULATING PG BASE PERCENTAGE:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IV. Program and Facilities Income</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>[offsets to expenses below]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outdoor Ministries and Retreat Center Income</td>
<td>2,228,130</td>
<td>2,228,150</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other Program Income</td>
<td>269,800</td>
<td>215,430</td>
<td>-20.0%</td>
</tr>
<tr>
<td>V. Restricted and Designated gifts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restricted Gifts - Retreat Centers</td>
<td>0</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other Gifts Used in Operations</td>
<td>345,124</td>
<td>328,900</td>
<td>-5.4%</td>
</tr>
<tr>
<td>VI. One-time Draw on Unrestricted Assets - RI</td>
<td>153,171</td>
<td>0</td>
<td>-100.0%</td>
</tr>
<tr>
<td><strong>TOTAL OPERATING REVENUE</strong></td>
<td>8,520,485</td>
<td>7,970,000</td>
<td>-6.5%</td>
</tr>
</tbody>
</table>

### EXPENSES:

| PROPORTIONAL GIFT TO NATIONAL UCC | 1,216,100 | 1,188,900 | -2.2% |

### OPERATING EXPENSES

| Salaries & Benefits - General       | 3,761,300  | 3,409,900  | -9.4% |
| Salaries & Benefits - Outdoor Ministries & Retreat Ctrs | 1,317,300  | 1,230,400  | -7.3% |
| General Staff Travel, Prof. Dev & Meetings | 210,796    | 212,200    | 0.7%  |
| Program & Ministry Expense - Outdoor Ministry & Retreat Ctrs | 991,590    | 991,970    | 0.0%  |
| Other Program and Ministry Expenses | 398,300    | 478,550    | -20.0%|
| Grants and Gifts Given              | 64,650     | 64,650     | 0.0%  |
| Support/Institutional Costs         | 506,165    | 416,000    | -19.1%|
| Fundraising Costs                   | 9,000      | 20,000     | 111.1%|
| **TOTAL EXPENSES**                  | 8,676,951  | 8,127,550  | -6.3% |

| Net Income (Expense)                | -156,867   | -157,550   | 0.4%  |

### COVID-Related Charges, Estimated:

- Pilgrim Day Camp summer cancellations - net loss | -257,000
- Silver Lake summer conference cancellations - net loss | -253,000
- Loss of 2/3 year Edwards House net income | -110,000
- Total losses anticipated - Retreats and Camps | -600,000
- Paycheck Protection Plan loan forgiveness projected | 700,000