

CABINET MEETING
United Church of Christ - Northwest Ohio Association
Saturday, January 26, 2013

PRESENT: Susan Bishop, Dan Busch, Mary Court, David Culp, Sharon Flickinger, Jim Henry, Jennifer Jackson, Robin LaBolt, Catherine Lawrence, David Plant, Doug Ricci, Rebecca Erb Strang, Becky Sunday

ABSENT: Joel Fetter, Kristi Brown

Meeting called to order by Susan Bishop, Moderator

DEVOTIONS: Rebecca Erb Strang

MINUTES: *Motion by David Culp to accept the Executive Meeting and Cabinet Meeting minutes of October 13, 2012 as printed. 2nd by Catherine Lawrence. Motion carried.*

TREASURER'S REPORT Jim Henry

Jim shared the NWOA 2012 yearend balance sheet showing total cash and investments to be \$226,271.79, adding other assets for \$336,291.51 balance. Total income for 2012 was \$406,414.42 with total expense of \$395,049.05 for a black balance of \$11,365.37 (keeping in mind the retention rate was raised to 57% and there was a little over \$12,000 in unrealized gains for 2012). In comparison, 2011 total expense was \$418,007.52 compared to income of \$401,236.95, a negative \$16,770.57. Susan asked we accept the Treasurer's Report. Accepted.

A review/discussion of the 2013 goal and final budget was presented along with the goal budget for 2014 that needs to be presented at the Association Meeting in April. Jim stated the Finance Committee had met and approved these budget figures. There was little change, most notably, the request from Church & Ministry that more money be set aside for Midwest Ministry Services which was increased to \$4,600. The 2014 budget also reflects a 3% increase in compensation. Jim commended the staff for their awareness in trying to keep expenses as low as possible. The total 2013 final budget shows \$430,269. The goal budget for 2014 shows \$436,509. ***Motion by Committee to accept the final budget for 2013 and the goal budget for 2014. Motion carried.***

OFFICE BUSINESS

Appointment for Church & Ministry: Due to the fact that Rev. Jane Hillman has accepted a call to a church in Jasper, Indiana, ***a motion to accept David Plant as her replacement on Church & Ministry was brought forward, 2nd by Doug Ricci. Motion carried.***

Motion by David Culp to fund up to \$250 for NWOA General Synod Delegates who might need help with expenses incurred to attend the Synod meeting, 2nd by Jenny Jackson. Motion carried.

Motion by Rebecca Erb Strang to release El Salvador money from the El Salvador Account in the amount of \$4000 as per their request, 2nd by David Culp. Motion carried.

MINISTRY TEAM REPORTS

Church & Ministry – David Culp reporting

- Discussed Marks on Ministry.
- Welcome interview with Rev. Casey Cain, First Congl, Berlin Heights.
- Exit interviews Rev. Sam Buehrer, First UCC, Galion and Rev. Jane Hillman, Holgate.
- Dates have been set for Periodic Support Consultations and Boundary Training.
- Ordination interview with Kyle Timmons (affirmed to present him at Annual Meeting).
- Discernment interview with Rebecca Mularski, First UCC, Galion (affirmed to be accepted into process)

Witness and Proclamation – Mary Court reporting

- Green Project continues – all urged to check the Mission 4/1 site for good links.
- El Salvador trip scheduled February 28-March 8 with 6 Heidelberg students and one professor included. There are a few more openings, if interested contact John Gilberg.

- Nominations should be in the Association Office for the Paton Award by the end of April. Churches may apply again for the award if further changes have been made. More information will be published in The Vine.
- September 29, 2013 is set for Northwest Ohio Peace Sunday. More information will be forthcoming.
- TOLEDO GRACE COMMUNITY CHURCH - Committee heard a presentation by Elaine Paige at their November meeting and plans to send a representative to their next Board meeting to keep current on their needs and programs sharing the information with NWO churches.
- April 27 Annual Meeting, committee plans a display again with details still to be ironed out.
- There are now TWO vacancies on the Committee from Auglaize with the departure of Vince Lavieri.

Stewardship and Caring – Doug Ricci reporting

- Working on drawing more comprehensive guidelines for this team.
- Working to develop a budget workshop to train people as budgeting trainers for their own church.
- Working on estate planning workshop .
- Working to re-establish interest in a parish nurse type program with a column written for The Vine and working toward some type of observation training made available to those people who visit or drive those who have trouble getting around. (Catherine Lawrence will send Doug some information pertaining to this subject).
- Next meeting will be March 21, 2013 at NWOA office.

Faith Formation – Catherine Lawrence reporting

- Luke Lindon has been posting articles on the Faith Formation blog regarding the importance of getting connected on the internet and becoming more involved in various social media activities.
<http://nwofaithformation.blogspot.com/>
- Will be posting ideas offered by others regarding the Mission 4/1 earth --- fifty great days of greening up, powering down and shouting out!

REGIONAL COORDINATING TEAM REPORTS

Sandusky Valley – no one present, no report

Lakeshore – Jenny Jackson

Last meeting, November 28, 2012 to finalize plans for Lenten Devotional and Choir Festival. Neither project coming along well, as only received four submissions for a Lenten Devotional and only three choirs were interested in participating in the Festival (St. Paul, Oak Harbor and St. John's). We are experiencing disappointment and frustration with the lack of interest displayed from the Lakeshore clergy. Next meeting is April 24, 2013 at 4 pm at St. John's Genoa when we will discuss where to go from here. We are also still in need of a linking person from the Faith Formation Team to fill the vacant spot left by Rev. Lucas Lindon.

Auglaize Valley – no one present. Dan reported they are still sort of reorganizing.

COMMITTEE REPORTS

Lay School Board - Susan Bishop reported stating Marian Plant is their advisor and things are progressing.

Lay School now has a School Board; Bob Bottoms is Dean. They are in the process of getting syllabus for each class (Dan shared outline of the History and Polity Course he is teaching Spring Term 2013). They are having conversations regarding Lay School attendees thinking their attendance is an automatic tract into ministry – not so. Rewrote guidelines and they are up-to-date.

Church Growth and Transformation Team – Eric Rummel now gone, this team seems to be “in a coma” and not sure life support is on their radar!

ASSOCIATION MINISTER REPORT – Dan Busch

St. John's, Kenton is voting tomorrow (Jan. 27) to leave the UCC. Their current pastor arrived several months ago under fitness review from his previous call; 3 of the 4 charges against him were sustained. Despite efforts, Dan has not been allowed any input with the congregation/church.

The Nominating Committee continues to try to find persons for various positions.

The litigation with Armbruster/Culligan has a date of February 10th for final written argument and NWOA then has 10 days to respond – The Judge has said, by the middle of March, “it has to be done.” Dan emphasized the importance of writing things down and keeping good records, as he found a letter dated 1988, sent to Culligan by Roger Perl granting them permission to go across our lot.....

Campaign 50 – Dan proposed for our consideration a financial campaign in celebration of NWOA’s 50th Anniversary, stating that our Anniversary could give a forum to get things done. Four mission and ministry projects would be supported through “Campaign 50.” The basic goal would be to raise \$50,000 (challenge goal could be \$100,000) for the following projects.....

- El Salvador Lutheran Church Partnership project in support of rebuilding the primary church building and headquarters. Goal: \$12,500 (challenge goal could be \$30,000)
- Pastoral Excellence Program project. This program would partner with NWOA authorized ministry persons in a program begun by the Massachusetts UCC Conference. Goals of the program are (as listed by Massachusetts UCC Conference):
 1. To offer care, support, and accountability for authorized ministry.
 2. To nurture practices of spiritual discipline.
 3. To develop “the craft” of ministry and to strengthen authorized ministry leadership and practices.
 4. To engage in theological reflection on authorized ministry and congregational ministry.
 5. To foster an understanding of ministry as a shared endeavor.
 6. To prepare for a church whose future we cannot yet see or imagine.Goal \$12,500 (challenge goal could be \$30,000)
- Developing a Communication Center for NWOA that would use technology and the internet for webinars, streaming, distance meetings, and distance learning. Equipment purchases and remodeling of space at NWOA office would be necessary (there is a room available). Goal \$12,500 (challenge goal could be \$30,000)
- Church Development project would provide leadership and resources for local churches. Goal \$12,500 (challenge goal could be \$18,000)

Campaign Strategies could be as follows:

Solicitation of major contributors: \$1000, \$2000, or \$5000	(possible \$15,000)
Solicitation of authorized ministers: \$100 to \$200 each	(possible \$12,000)
Each pastor would solicit minimum of five persons in congregation for \$100	(possible \$81,000)
El Salvador account is suggested as part of goal	

Most present this day agreed with Robin LaBolt, who voiced this as a wonderful idea. After discussion of the ideas, priority of projects –or not, other fund raising that could come into play, and an ending date for this fund raiser, **a motion was made by David Culp to approve the recommendation of Campaign 50 for the purpose of raising \$50,000 for a total of four mission and ministry projects, specifically, El Salvador Lutheran Church Partnership, Pastoral Excellence Program, Communication Center for NWOA and Church Development with campaign to end July 2013, 2nd by Catherine Lawrence. Motion approved.** Dan stated this would be the first financial campaign since 1987.

OHIO CONFERENCE BOARD – Rebecca Erb Strang and Becky Sunday

The Ohio Conference Board of Directors met on December 14, 2012 with the following coming from that meeting:

1. General Synod Meeting will be in Ohio in 2015. Capitol campaign to happen (no starting date discussed).
2. Resolution to General Synod from Nebraska and Ohio Conferences to help fund seminary education for UCC students.

There was some discussion by those present this date in regards to whether a UCC student receiving this funding needed to attend a UCC seminary –or not. Rebecca stated there were no stipulations. David Plant voiced whether or not this would conflict with our support of CUE. David stated he did not object but was just trying to share some history.

3. Stewardship of Staffing Proposal

Much discussion regarding this proposal followed. When asked what exactly the Ad Hoc Committee

was charged to do, both Becky Sunday and Rebecca Strang voiced they thought the Executive Committee of the Ohio Conference was trying to find a solution for the continual drain of financial resources and appointed a Committee to look into what could be done to ease the drain. It was reflected in discussion, that most times the first place that is looked to is in staffing because that is where the greater dollars can be removed, by reducing staff –at whatever level. The financial people picked out the pieces. Catherine Lawrence voiced, what is the bigger vision that caused this one piece?

It is to be noted that both Becky Sunday and Rebecca Strang were under the impression from the December 14th meeting of the Ohio Conference Board of Directors that this motion of proposal was only approved to take to the Associations as a starting piece for discussion, for feedback. Asked if there was a time limit, and they stated no dates were discussed. Not sure who actually put the proposal in writing. It was e-mailed to Dan with a note saying only that it was approved at the Board of Directors meeting. Dan has shared the proposal with clergy and this Cabinet. To both Becky's knowledge, there is no Plan B. Questioned as to whether or not this Committee is still functioning, Becky Sunday did not know, but knew the Conference was trying to form a new Committee to come together on this proposal. The intent of Becky Sunday and Rebecca Strang is to get feedback from NWOA and take it to the next meeting which will be March 14th.

One main concern/question was how will this proposal affect our ministry to our congregations. Another question voiced, what is the greater role of the Ohio Conference? It was also stated that the Ohio Conference will probably run out of money by 2014 and the camps by 2016.

Questions also centered around the drain of the camps on the Conference and why do we keep trying to support them. Voiced the camps are now in the process of trying to secure a bank loan, independently. There was discussion on where the money they need comes from..... why not sell them..... Becky Sunday spoke compassionately regarding these camps, saying they were working at ways right now to better change things around, maybe establishing contracts and salary would be tied to contracts.... She also stated that her belief is that if one camp is sold the one left will not survive; there are certain activities held at each that "would not be the same" held at the other.

Doug Ricci voiced concern regarding the last sentence of the proposal, which states - each Association would agree independently to opt into this proposed model..... Some discussion on the different Associations and Dan voiced all Associations are different, some not on good financial ground.

After much more discussion, it was concluded more information was needed from those who sat on the Ad Hoc Committee. It was decided an invitation to attend our next Cabinet Meeting would be extended to Sam Buehrer, Bob Molsberry and Jim Oates, with our own Cabinet Member, Treasurer Jim Henry (who also sat on the AdHoc Committee) for the purpose of getting some of our concerns addressed and hearing some insights as to the thinking when putting this proposal together. An hour will be allowed for this discussion from 9-10 a.m., Saturday, March 9. (It should be noted Jim Henry was not present for this part of the meeting as he was called to the hospital for the birth of his grandson)

MEETING DATES

Future dates of Cabinet Meetings: March 9 @9:00a.m. - Susan Bishop devotions
(Ohio Conference persons to be invited, Sam Buehrer, Jim Oates, Bob Molsberry)

Northwest Ohio Annual Spring Meeting – April 27, 2013 @Trinity UCC, Tiffin – 50th Anniversary

Meeting adjourned at 1:15 p.m.

Respectfully submitted,
Sharon Flickinger, Association Secretary

CABINET MEETING
United Church of Christ - Northwest Ohio Association
Saturday, March 9, 2013

PRESENT: Susan Bishop, Dan Busch, Mary Court, David Culp, Sharon Flickinger, Jennifer Jackson, Robin LaBolt, Catherine Lawrence, David Plant, Becky Erb Strang, Becky Sunday
ABSENT: Kristi Brown, Joel Fetter, Jim Henry, Doug Ricci

Pre-Cabinet meeting started at 9:00 a.m. with an explanation/discussion hour attended by Ohio Conference Minister, Bob Molsberry, Ohio Conference Moderator, Pam Easterday and Ohio Conference Treasurer, Sam Buehrer. Jim Oats and Jim Henry invited but could not be present this day. This explanation/discussion hour was asked for by the Cabinet to provide the Cabinet with background/insight information regarding the Proposal for Stewardship of Staffing in the Ohio Conference UCC approved by the Board of Directors at their December 2012 Board Meeting.

Bob Molsberry started the discussion with background information of the UCC merger that took place in 1957, stating two former denominations could not agree on how to organize the new denomination in Ohio –thus the formation of five Ohio Associations and a single Ohio Conference. This structure was not an issue for most of the years, however, now that there is not enough money in the system this particular model is not sustainable. It is believed that the funding is not going to turn around... referring those present to a graft prepared to show OCWM giving for the past 30 years. He stated by next year the feelings are that no more than 10% of OCWM dollars will be going beyond the Conference to National. Associations are increasing the percentage of OCWM money kept. Status quo is not sustainable.

It is felt by those presenting this proposal, that in order to cut expenses, be effective and increase efficiency, changing the staffing structure is the right direction –sharing of staff, proposing one head, with Association Ministers working as a team throughout the State and with more cooperation and collaboration between the Associations than he believes is happening today. This would also lead to one accounting person, bookkeeper, eliminate brick and mortar offices, expensive copy machines, etc., amounting to a savings of a half million dollars per year. OCWM funding would first go to the Conference, then needs of an Association, then to National. This would be efficiency of OCWM dollars.... as one person, for instance, for Search and Call, not five.

Sam Buehrer then spoke directly to the numbers, as Ohio Conference Treasurer.

- OCWM money to OC in 2012 (\$761,061) reflects a decrease of 8.1% (-67,841) from previous year.
- Ohio Conference reported expenses for 2012 of \$912,102 which was 6.5% below budget, but the adjusted income – expenses reflect a net loss of \$151,041.
- Outdoor Ministries had income of \$1,039,593 and expenses of \$1,333,569 (not including depreciation). The total loss for ODM for the year 2012 was \$294,000. Program goals have now been set for 2013-2016 with a long term goal of reaching a balanced budget in 2016. Before a balance budget is reached, an additional deficit of \$440,700 is projected. The remaining ODM reserves of \$50,700 will be spent to cover a portion of the deficit. These reserves will be gone by mid-2013. As part of the plan to move toward a balanced budget, the current plan is to finance the remaining \$400,000. It is recommended to do this financing now since the interest rates are near historic lows and are projected to rise in the near future. This funding proposal will be brought up for a vote at the next Ohio Conference Board of Directors Meeting in a week or so.
- In 2012, \$320,000 was drawn from reserves. Of this total, \$118,633 was used to cover the OC deficit and \$201,367 was used to cover the ODM deficit. The beginning balance of the OC reserves for 2012 was \$678,800 –leaving a balance of \$560,167 at year-end (plus or minus investment gain/loss).
- In January 2013 \$50,000 was drawn from the above reserves. We are anticipating an additional draw of \$60,000 this month.
- The Finance Committee is scheduled to meet March 23 to begin process of a 2014 budget.
- The 2011 audit showed several issues which should be addressed and corrected in the near future.

Sam stated current projections appear that ODM reserves will be completely expended by July 2013. The OC reserves will fall below healthy cash flow by April 2014 and by July 2014 OC and ODM cannot pay bills. With ODM obtaining a \$400,000 line of credit to bridge the period of deficit spending, and if the projected program goals are met, ODM begins to operate in the black by May 2016. We will know as early as December 2013 if the program goals are on track to be met.

According to Sam with no change projected –by February 2015 OC will fall below a healthy cash flow. Assuming ODM meets its goals, even though ODM is projected to operate in the black by July 2016, the OC will not be able to pay its bills in June of 2015. This also means that ODM will also not be able to pay its bills. Borrowing money buys the Conference time to re-structure. If re-structure doesn't happen, it will bury the camps!

Sam also distributed a chart reflecting the historical allocation percentage of OCWM basis support money received from churches in the OC, showing the retention of funds kept within each Association from a period starting in 1983 to present.

Sam stated all of the above are driving the issues at the OC and National. We cannot put our heads in the sand!

Bob Molsberry interjected all Associations will still stand as their constitutions mandate. He also stated all UCC Conferences are seeing the same crunch. Many are dealing with consolidation of the administration structures, passing on savings.

Questioned as to camps being self-sufficient –then why do salaries (around \$100,000) come from the OC? Answer came that IF WE BELIEVE in the camp ministry, then we should show support. Followed by discussion on selling the usage of the camps (nature's classroom) and a new staff person was hired as a sales person, working part on commission, to sell the use of the camps. Those speaking regarding this staff person felt he had a passion for this partnership/leadership.

Other questions surfaced as to how one person could/would possibly handle all the administration duties from all the Associations. Answered by the fact that one person would handle finance, one person Search and Call, etc. and many things could be done electronically.

Dave Plant stated, in his opinion, efficiency has never generated growth; bottom line of church growth is relationship. Some might question value of Conference or Denomination, stating that in the "old days" he might call the Conference to help in planning, say a mission trip to Biloxi, Miss., but today that is no longer necessary, most pastors can make the arrangements all by themselves.....

Catherine Lawrence inserted that many health care institutions have now come to realize the importance of different centers for different things –so why not think as far out of the box as we can possibly think. Have an outcome that is positive, which in turn creates more dollars, more ministry relationships; just think what the church could look like! Jenny Jackson, stating that she serves a Baptist/UCC charge, and the Baptist did something similar several years ago, playing to different strengths, saving money, making a difference and it was a kick-start and hopeful prospective.

Other discussion regarding the actual proposal –as to whether it was set in stone or a jumping off point... It was felt, most especially by Becky Strang and Becky Sunday (OC Representatives), that it was a discussion point to bring to Associations and lots more discussion was to happen. Bob Molsberry stated, "Central Southeast is working with this proposal, so not every Association is resisting."

The invited guests were thanked for taking time to come for discussion and give their input into why this proposal. This part of the meeting was completed at 10:00 a.m., according to plan.

The business of the Cabinet meeting continued after a very short break –brief discussion of what was just heard and Dan stated some of the Associations Ministers were working toward another proposal. He asked if there were any volunteers to be part of this group and Robin LaBolt and Catherine Lawrence expressed interest.

Becky Strang –literally had not been home after her trip to El Salvador getting into Columbus late last evening, spending overnight in a Marion hotel to travel here early this morning. She was excused from the remainder of the meeting. Before she left, she shared her experience, stating it was an excellent trip, seeing a church in action on the front line of poverty, where they are also dealing with gang violence, but doing very active positive things to make a difference. It was wonderful traveling with the group of Heidelberg young adults and having their Spanish Professor as translator. Most especially, the Professor (Cindy) will be at the Association Meeting in April. Dan shared, at this time, he just returned from a mission trip to Back Bay Mission –also a very good experience.

MINUTES: *Motion by Catherine Lawrence to accept the Executive Meeting and Cabinet Meeting minutes of January 25, 2013 as printed. 2nd by Dave Culp. Motion carried.*

Treasurer's Report was looked over briefly in the absence of Treasurer, Jim Henry and accepted.

In reference/response to the Ohio Conference Proposal for Stewardship of Staffing, ***motion by Catherine Lawrence to state we are open to further discussion to include broadening visions. 2nd by Mary Court. Motion carried.***

OFFICE BUSINESS

Motion by Mary Court to appoint Brian Anders, Spencerville, as General Synod Delegate. 2nd by Dave Plant. Motion carried.

MINISTRY TEAM REPORTS

Church & Ministry – David Culp reporting

- Ryan Shields of St. John's, Genoa, was interviewed and approved for licensure.
- Dave Plant was welcomed to C & M Team and the Pastoral Relations Working Group.
- April 16 was set for Periodic Support Consultations at Buckland UCC.
- Welcome interview with Steve Korn, pastor Trinity UCC, Elliston.
- Welcome interviews with Kim Bayless, Calvary UCC, Crestline and Don Rock, Gomer, UCC both pastors in interim positions.

Witness and Proclamation – Mary Court reporting – next meeting is March 21, 2013.

Stewardship and Caring – no report

Faith Formation – Dan Busch reported blogging continuing –National level shows higher percentage of use.

REGIONAL COORDINATING TEAM REPORTS

Sandusky Valley – no one present, no report.

Lakeshore – Jenny Jackson reporting next meeting April 24, 2013.

Auglaize Valley – no one present, no report.

COMMITTEE REPORTS

Lay School Board - Susan Bishop reported still trying to get syllabus for classes taught. Working on "expectations of participants after graduation." Plans for FYI to be available at Association Meeting.

Church Growth and Transformation Team – not active committee as this time.

Ad Hoc Restructuring Committee – Dave Plant reviewed conclusions arrived from questionnaires/discussion at All Team Meeting – August 2012

- Some support for Fall Association Meeting.
- Regional Coordinating Team concepts broken – needs re-visiting.
- Bulletin inserts to be provided electronically, at least quarterly, to provide communication.
- Dedicated communication room at NWOA Office.
- Re-visit ordination process/Ecclesiastical Council with C & M.

Annual Meeting – April 27 at Trinity UCC, Tiffin. Speaker ok. Music still up-in-the air. Questions as to whether or not there will be any type of meaningful gatherings with guest speaker, Ronald Cole Turner on Friday before the Annual Meeting as previously discussed..... no decision has been made.

Ohio Conference Board Representatives – Becky Strang and Becky Sunday were present during the discussions regarding Proposal for Stewardship of Staffing and will represent Northwest at next OC Board Meeting in a week or so.

ASSOCIATION MINISTER REPORT – Dan Busch reporting

- Northwest has had a lot of installations.
- Still looking for Vice Moderator from Auglaize (male, lay person).
- Culligan litigation still on-going with final written reports.
- Campaign 50 has between \$12 -14,000. Dan will ask for commitments to end September 2013.

OLD BUSINESS/NEW BUSINESS

ALL TEAM MEETING – set for May 18 – to be held in conjunction with next Cabinet Meeting. Place to be decided.

Dan extended a thank you to Dave Plant for his leadership on the Cabinet the past 6 years.

Meeting adjourned at 12:05 p.m.

Respectfully submitted,
Sharon Flickinger, Association Secretary

Cabinet Meeting... May 18. 2013

Attendance: Doug Ricci, Dave Culp, Robin LaBolt, Catherine Lawrence, Don Rock, Dave Jones, Susan Bishop, Becky Sunday, Jon Komperda, Jeff Davis

Treasurers Report: We reviewed the various financial documents through April. It was noted that there is concern that OCWM is 10% below the giving this time last year.

*There was a motion made to accept the Treasurer's Report. (Sunday---Lawrence) The motion was carried.

*A motion was made to move the El Salvador funds to the Project 50 funding. (Rock---Jones) The motion was carried.

*A motion was made to approve the minutes of the Cabinet Meeting of March 9, 2013. (Bishop---Ricci) The motion was carried.

Annual Meeting: There were 196 delegates at the annual meeting. The total attendance was 230. 77.5% of the NWOA churches were represented. The Next annual meeting is to be April 26 at St. Paul's in St. Marys. We have also received an invitation to hold the April 25, 2015 meeting at St. Stephen UCC, Sandusky.

*A motion was made to accept the invitation from St. Stephen UCC, Sandusky for the April 25, 2015 Annual Meeting. (Sunday--- Komperda) The motion was carried.

There was further discussion about the annual meeting.

*A motion was made to appoint William Flickinger to the Finance and Budget Committee. (Ricci--- Jones) The motion was carried.

Committee Reports: The ad hoc Restructuring Committee has not been meeting. The Lay School Board is looking forward to their July meeting. There was no report from the Church Growth and Transformation Team as well as the Personnel Committee.

Ministry Team Reports

Church and Ministry meet this past Tuesday.

Witness and Proclamation--- the Chairperson for this team is Mary Court.

Stewardship and Caring--- Doug Ricci is the Chairperson for this team.

Faith Formation--- They looking into the “Excellence in Ministry” program. Lucas Lindon was elected chair of this team.

Regional Coordinating Team Reports

Sandusky... David Jones is chair of this group. They will be meeting soon.

Lakeshore... They just met this past Wed.

Auglaize Valley.... Kristi Brown is chair of this group.

Ohio Conference Board Representatives: Becky Erb Strang and Becky Sunday

The Board of Trustees approved the Executive Committee to look for a Designated Conference Minister for the term of three years.

Association Minister’s Report: Dan talked about two churches in NWOA (Kenton and Gomer) and their situations. St. John’s Kenton requested their minister resign his duties at the church. The Gomer church is going to be voting to leave the UCC. The Armbruster Litigation report noted that on all counts NWOA won. Armbruster has 30 days to appeal. The Campaign 50 is going slowly.

There was no old business.

Meeting dates, time and Devotions

August 24 9AM to 2 PM Lawrence

November 9 1-4PM Rock

January 25, 2014 9AM to 2PM Ricci

March 15 9AM to 2PM David

There being no further a motion was made to adjourn the meeting. (Bishop---Ricci)

The motion was carried.

Sec Pro Tem – David Culp

Minutes from Cabinet Meeting, September 7, 2013.

Attendance: Dan Busch, Robin LaBolt, Becky Sunday, Becky Erb Strang, Doug Ricci, David Jones, Don Rock, Dave Culp, Jeremy Davies, Susan Bishop

Dan opened the meeting with devotion and discussion.

The minutes were approved as printed.

Since Jim Henry was unable to be with us, Dan presented the Treasurer's report. Income is down about \$9,000, and expenses are also down. In order to facilitate reporting, Becky Sunday moved, and Don Rock seconded that Project 50 will now include money in the current Covenant Fund and El Salvador Fund. The motion passed. It was also noted that there will be a change in accounting practices concerning the Restricted Funds.

We received the minutes, financial summary, and evaluation reports from the Annual Meeting held April 27. Next year's meeting will be at St. Paul's UCC in St. Mary's on April 26, 2014. Marian Plant will be the keynote speaker on Faith Formation.

Committee Reports:

1. Ad hoc Restructuring Committee was eliminated.

2. Lay School Board. The Lay School Board has revamped the curriculum to include Old Testament 1 and 2, and New Testament 1 and 2. Each year 4 hour workshops on Evangelism and Stewardship will be offered. Each class has specific course description with suggested texts and goals. Academic requirements must be met to receive credit. The board has clarified that taking the course does not lead to licensed lay ministry. Persons wanting to become a licensed minister must go through the Church and Ministry Team. This fall's class on Liturgy & Worship will be taught by Diane Carter.

3. Church Growth and Transformation Team has not met.

4. Personnel Committee has not met.

Ministry Team Reports

1. Church and Ministry report. Nancy Smith requested that her license not be renewed. This was granted. Will Stuart's license was not renewed because he has received a call in the Eastern Ohio Association. The following persons had their licenses renewed for 5 years: Mary Burroughs, Pat Danner, William Fahrenbruck, William Michaels, and John Paputza. David Ferguson, Darla Metz and Charles Moeller had their licenses renewed.

A Periodic Support Consultation was held in August. In September there will be a Boundary training event. September 21 is the date set for the Professional Day. It will take place at Sylvania UCC. The retirement event will take place October 1. November 9 there will be another Periodic Support Consultation.

There were a number of welcoming and exit interviews held during the past three months. There were also a number of Discernment Interviews held during the summer months.

2. Witness and Proclamation will meet September 19.

3. Stewardship and Caring will meet September 19. Rev. Bob Bottoms from the Lay School Board will come to discuss whether Stewardship and Caring and Lay School can work together on some stewardship projects.

4. Faith Formation met on September 5 and discussed the Excellence in Ministry program.

Regional Team Reports:

1. Sandusky Valley met and have several ideas. A Hymn and Carol sing will be held January 12th at Second UCC, Tiffin. Becky Blocksom will sing. The team will explore doing some sort of United Way Day of Caring with Heidelberg University. Also discussed was a possible adaption of the chapel at Fairhaven to allow wheelchair space.

2. Lakeshore Region. Congratulations to the Jon Komperda family on their new baby boy, Asher Luke.

3. Auglaize Valley. There will be an Anti Bullying event Oct. 13th at Defiance College.

Ohio Conference Board Representatives: The Board met Sept. 5 & 6th at Temple Hills. Phil Hart voiced a different role of the Ohio Conference, and affirmed the role of the associations. The major concern was the fact that the camp financial reserves are gone, and the Ohio Conference reserves will be gone by June 2014.

Association Minister Report

Gomer UCC has voted to leave the denomination. It is with sadness that we see them leave.

The Armbruster Litigation is over and settled in our favor. The property has been surveyed and a single link chain fence will be erected.

Campaign 50 is up to \$20,000.

Becky Sunday is the new designated senior pastor of St. Paul's Wapakoneta.

The El Salvador group will be meeting in September. The church in El Salvador hopes to raise \$100,00 to rebuild the sanctuary.

There will be an All Association Dialog meeting on Saturday Oct. 5th at First Community Church, South Campus, 1320 Cambridge Blvd, Columbus. From 10 til 3. Please let Dan know if you are planning on going.

The next Cabinet meeting will be held November 2nd at 10:00. The Executive committee will meet at 9:30. Don Rock will have devotions. Note date change.

Susan Bishop

Acting Secretary

Minutes from Cabinet Meeting, Saturday, November 2, 2013

In attendance: Rev. Dan Busch (Association Minister), Rev. Robin LaBolt (Moderator), Rev. David Culp, Rev. Don Rock, Rev. Catherine Lawrence, Rev. David Jones

Meeting was called to order by Robin LaBolt.

Don Rock provided a devotion and an opening prayer based on Psalm 100.

A motion to approve the minutes was made by David Culp and seconded by Don Rock. Motion passed.

Jim Henry was unable to attend the meeting so Dan Busch presented the Treasurer's report. Dan reported the income is down approximately \$11,000 from this time last year. He remained cautiously hopeful though as giving is typically the greatest during the final six weeks of the year. The financial reports were accepted.

There was no report on Executive Committee Meeting

Office Business:

Catherine Lawrence made a motion that Rev. Dan Busch Association Minister housing allowance should be \$24,000 and the tax shelter \$6,000 for 2014. David Culp seconded. Motion passed.

David Culp made a motion that the Office Manager, Joan Davidson's health care deductible under her husband health plan be \$3,000.00 for 2014. Cathy Lawrence seconded. Motion passed.

Cathy Lawrence made a motion for the NWOA office staff to receive Christmas gifts of Rev. Dan Busch \$375.00 and Joan Davidson and Carolyn Pennington each \$250.00 for 2013. Don Rock seconded. Motion passed.

Discussion of Annual Meeting:

The Annual Meeting will be held at St. Paul's UCC, St. Mary's on April 26th, 2014. The Committee will consist of: Jeremy Davies, Robin Labolt, Dan Busch, Joan Davidson, and a representative from St. Mary's. The Speaker will be Marian Plant.

Committee Reports:

Lay School Board: Catherine Lawrence reported they had a good meeting. Diane's class is going well with 8 people in attendance. Catherine is working on getting things together for a class this spring. The Board has been working on the wording of evaluations and brochures to make things clearer for people. In addition, they are working on ways to improve communications between the teachers and students, along with communications teacher to teacher. The next meeting is scheduled for November 19, at 4:30.

Church Growth and Transformation Team: No Report

Personnel Committee: No Report

Ministry Team Reports:

Witness and Proclamation: The team met September 19, 2013. The team is writing monthly articles to be published in The Vine to inform readers of the activities of the along with opportunities for ministry. The next meeting is scheduled for November 21, 2013 at 3pm. They will meet at Culver's in Findlay.

Stewardship and Caring: An ad-hoc team has been created to work out the details on a proposed stewardship conference to be held in the spring of 2014. Starting in October, team members will begin writing stewardship paragraphs for The Vine. The Team will also be in contact with churches to see how the committee can be a resource for them.

Church and Ministry: A special meeting was held September 17, 2013. The purpose of the meeting was to pass a motion to suspend a clergy person from Authorized Ministry. At the October 1st meeting, they addressed a report concerning a Situational Support Consultation, they held an exit interview, and following the meeting they held the Retirement Luncheon.

Regional Coordinating Team Reports:

Auglaize Valley: No report

Lakeshore: No Report

Sandusky: The Coordinating Team has not met since the last Cabinet meeting. David Jones reported that plans are coming together for the mission project at Fairhaven. The Team will be transforming an outdoor day care space that is no longer used into a functional space for the staff and the patients in the rehabilitation unit. Their next meeting is scheduled for November 12, at 7pm, held at Trinity UCC in McCutchenville.

Ohio Conference Board Representative:

Dan Busch reported the Outdoor Ministry program is undergoing a complete change as the camp program is financially critical. The Camp Temple Hills is going on Sabbatical while finances are being restructured.

Association Minister Report:

Dan reported the El Salvador project is coming along well. Christian Chavarria has been on "tour" and has raised \$45,000 towards a new church in El Salvador. The NWOA has contributed \$10,000. Dan also reported on a number of churches that are in transition and are currently in the Search and Call process.

Old/New Business:

Don Rock made a motion to approve paying \$6,060 for the two year audit scheduled for February 2014. David Culp seconded. Motion passed.

The next meeting will be held January 25th, 2014 with devotions by Doug Ricci.

David Culp made a motion to adjourn. Motion passed.

Respectfully submitted,
David Jones, acting secretary