

FIRST CONGREGATIONAL CHURCH STAFF

The Rev. Dr. George W. Waterbury, Pastor

The Rev. Ms. Judith B. Arnold, Associate Pastor, Minister of Youth & Parish Life

Ms. Kathleen Zagata, RN, MS, CS, Minister of Congregational Health and Wellness

Ms. Jane Ring Frank, Director of Music

Ms. Summer Shaud, Church School Coordinator, Interim

Mr. Jeffrey Mead, Organist

The Rev. Dr. Kenneth Orth, Pastoral Counselor (Affiliate)

Mr. Bradley C. Ross, Building Manager

Ms. Sarah Marino, Office Manager

FIRST CONGREGATIONAL CHURCH OFFICERS

Tom Kahl, Moderator

Anne Hoenicke, Clerk

David Peretti, Treasurer

Keith Russell, Assistant Treasurer

Robert Stone, Historian

Marjorie Moore, Librarian

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AGENDA AND WARRANT

170th ANNUAL MEETING

7:30 P.M.

April 7, 2010

7:15 pm	Distribution of Annual Reports	Upon Arrival
7:30 pm	Words of Greeting	The Rev. Dr. George W. Waterbury, Pastor
	*Affirming the Covenant (see p. 3)	All Present
	*In Memoriam	Skip Waterbury, Pastor
	Reading of the Roll of Church Members who died in 2009	
	Hymn - "For All The Saints" (vs. 1)	All Present
	Establishment of the Quorum and Call to Order	Tom Kahl, Moderator
	Approval of Minutes of Congregational Meetings since last Annual Meeting:	Tom Kahl and All Present
	– Minutes of the 169 th Annual Meeting held Mar 25, 2009.	
	– Minutes of Congregational Budget Meeting held Feb 7 th , 2010.	
<u>The Warrant (see Notice of Annual Meeting)</u>		
Article I:	Hear and act upon reports of special gifts and bequests, if any, to the church since the last Annual Meeting.	David Peretti, Treasurer and David Mortensen
Article II:	Hear and act upon reports of the Ministerial Team, the Treasurer, the Chairpersons of the various Commissions and Special Committees of the Church and any other written reports which the Church may vote to receive.	Various Report Preparers and Presenters
Article V:	To elect Officers, and Commission & Special Committee members to serve the Church and conduct the affairs of the Church for their designated terms, and to elect delegates to other bodies as appropriate.	Tom Kahl, Moderator Peter Rosenberger & Cindy Wankowicz, Leadership Development Co-Chairs
Article VI:	To transact other business as may properly come before the meeting.	Tom Kahl, Moderator
	Clerk's Oath of Office	Tom Kahl, Moderator
	Remarks by Head Deacon	Stephen Haggett
	Motion to Adjourn	Tom Kahl, Moderator
	*Hymn - "God of Grace and God of Glory" (vs. 1 and 5)	All Present
9:00 pm	Benediction	*Standing

CALL TO ANNUAL MEETING

The 170th Annual Meeting of The First Congregational Church in Winchester, Massachusetts, United Church of Christ, is called for on Wednesday, April 7th, 2010 at 7:30 p.m. in Chidley Hall.

THE COVENANT THE FIRST CONGREGATIONAL CHURCH IN WINCHESTER

We, the members of this church, covenant and bind ourselves to strive to know the will of God; to walk in the ways of the Lord, made known and to be made known; to exalt the worship of the true God; to work and pray for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of human brotherhood.

HYMN: FOR ALL THE SAINTS

For all the saints whom from their labors rest,
Who thee by faith before the world confessed,
Thy name, O Jesus, be forever blest,
Alleluia! Alleluia!

O blest communion, fellowship divine!
We feebly struggle, they in glory shine;
Yet all are one in Thee, for all are Thine.
Alleluia! Alleluia!

HYMN: GOD OF GRACE AND GOD OF GLORY

God of Grace and God of glory,
On thy people pour thy power,
Crown thine ancient church's story;
Bring her bud to glorious flower.
Grant us wisdom, Grant us courage,
For the facing of this hour,
For the facing of this hour.

Save us from weak resignation
To the evils we deplore;
Let the search for thy salvation
Be our glory evermore.
Grant us wisdom, Grant us courage,
Serving thee whom we adore,
Serving thee whom we adore.

NOTICE OF ANNUAL MEETING

FIRST CONGREGATIONAL CHURCH IN WINCHESTER **NOTICE OF 170TH ANNUAL CONGREGATIONAL MEETING**

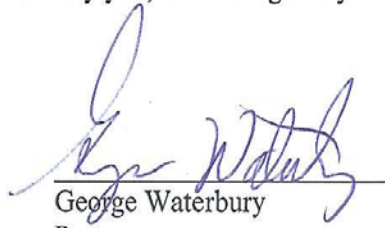
To the Clerk or Office Manager of the First Congregational Church in Winchester, Massachusetts, GREETINGS

You are hereby requested to notify the members of First Congregational Church in Winchester, Massachusetts qualified to vote therein, to meet in Chidley Hall at the Church on Wednesday April 7th, 2010 at 7:30 p.m. to act on the following matters:

- ARTICLE I: To hear and act upon reports of gifts and bequests, if any, to the Church since the last Annual Meeting,
- ARTICLE II: To hear and act upon the reports of the Ministerial Team, the Treasurer, and the Chairpersons of the various Commissions and Committees of the Church and any other written reports which the Church may vote to receive,
- ARTICLE III: To elect officers, Commission and Special Committee members to serve the Church and conduct the affairs of the Church for their designated terms and to elect delegates to other bodies as appropriate,
- ARTICLE IV: To transact such other business as may properly come before the meeting,

and you are hereby directed to serve this notice by causing same (or a copy thereof) to be posted in the vestibule of the Church's edifice, duly certified by you, at least eight days before the said meeting.

Winchester, Massachusetts
March 29, 2010


George Waterbury
Pastor

CHURCH MEMBERSHIP STATISTICS

Clerk's Record of Membership Statistics -Annual Report for the Year 2009

SUMMARY

Total Membership December 2008	554
Total Received into Membership 2009	+26
Confirmation	0
Letter of Transfer	+4
Confession of Faith	+10
Reaffirmation of Faith	+9
Reactivated from Inactive	+3
Total Released from Membership 2009	-50
By Letter of Transfer	-2
Withdrawn By Request	-10
Moved to Inactive	-33
By Death	-5
Net Change	-24
Total Membership in December 2009	530

RECEIVED INTO MEMBERSHIP 2009 - Total New Members Received (26)

Confirmation (0)*

Confession of Faith (10)

Erin Elisabeth Sayward Dorr
Michael (Mike) Frederick Dorr
Carrie Suzanne Campbell Ehrbar
Kathryn (Kathy) Munchmeyer Kendall
Wallace Clinton (Clint) Kendall
Wendy Anne Procops
Roy Leonard Procops
Kathryn (Kate) Christine Puzzanghera
Frank George Willwerth III
Christine Michele Atkins (Willwerth)

Reaffirmation of Faith (9)

Aimee Lorraine Murdock Burke
Daniel Burke III
Jessica Bailey Cate
Michael (Mike) Christopher Cate
Julia Rhiannon Dowden
Patricia (Patty) Keane Dowden
Nathan (Nate) James Dowden
Christian Martin Ehrbar
Michael (Mike) Joseph Farina

Letter of Transfer (4)

Natalie Roche
Tom Roche
Priscilla Saltmarsh
Kimberley Paige Smith Farina

Reactivated From Inactive (3)

Mildred L. Clare
Frank J. Clare, Jr.
Lindsay Marie King Wallin

*With new Journey to Adulthood Youth program confirmation is in 11th grade. We have had 2 years with no confirmations since prior classes were confirmed in 8th grade and the current J2A class hasn't been confirmed yet. Confirmation for some is expected next year - 2010.

CHURCH MEMBERSHIP STATISTICS

Clerk's Record of Membership Statistics -Annual Report for the Year 2009

RELEASED FROM MEMBERSHIP 2009

Total Released from Membership (50)

By Letter of Transfer (2)

Debra Brendemuehl
Arthur C.R. Gleason
(from inactive)
Anna E. Thormann Olivier

Moved to Inactive (33)

Kara Catherine Alesi
Jeffrey Andriesse
Christy Allison Begien
Martin Michael (Mike) Begien
Allison Virginia Borges
Elizabeth Eleanor Borges
Frederick John Borges
Lawrence Francis Borges, Jr.
Julie Barbara Stevens Callahan
Patrick Cavanaugh
Edward William Conley
Vanessa Jean DiRocco Conley
Heather L. Innes Daglio
Daniel A. Daglio
Douglas Carter Dahm
Jennifer Lynne Davis
Christopher Joseph DeSimone
Leslie Heindel Kuy

Moved to Inactive (continued)

Peter Manning
Christin A.C. Manning
Peter Blake Manning
Anne Payne Marotta
Michael Prescott Marotta
John Wakefield McCall-Taylor
Glenn R. Mills
Eric David Mortensen
Susan Peters
Wendy Beth Rae
Judith Saraco
Sydney Sawyer
John (Jay) Porter Sawyer III
Robert Mason Stone III
Michael Greene Trakimas

Withdrawn By Request (10)

Ineke Kappers Alesi
Bryan G. Gousse
Elizabeth G. Gousse
Ellen DeJong Sayre Hamilton
Marilyn A. McMillan
Anne E. Risgin
David A. Risgin
Michael Behrend Sayre
Marc C. Thompson
Melanie Glore Zioze

By Death (5 members)

Deborah Flavin Barret
John M. Bradley
E.J. Browning
Annette Burnham (m)
Marie N. Capachietti
Sally Sherburne Finn (m)
Martha Bugg Hebb (m)
Marjorie Montgomery
Donald A. Peltier
Martha K. Schroeder (fm)
Louise Elizabeth "Betty"(Perkins) Stebbins (m)
Peter Trimble Van Aken (m)
Wendell Earl Wickerham
Vivien A. Wilcox (i)

m - member
fm – former member
i – inactive member

BAPTISMS 2009 (13)

Edith Poston Burke
Jane Fields Burke
Sarah Murdock Burke
Bryce Venice Cate
Livi Jane Bryant DePeter
Xavier Thomas Gobes
Alexandra Kay Hood

Tucker Davis Infurna
Cassidy Cote Mackwell
Lisa Chatwlyn Morris (adult)
Christian Darryl Page
Leopold Ashton Seltenrich
Madeleine Tilton Taylor

REPORT OF THE MINISTRY TEAM

In preparing to write this report again this year, I paused to look back over my last several. What is telling is that each of them, in their own way, records the fact that we are in the midst of an extended period of transition and change.

“What is God up to in all of this? To what new forms of being and doing are we being invited to attend?” [2006]

“We have been in a period of transition over the past few years” [2007]

“I believe that God is at work—like the currents beneath the waves—redesigning what Christian community does (and will) look like in the future.” [2008]

And so it might not surprise you that even a cursory look back at 2009 may seem like a video replay.

- In February Carol Jones announced her retirement after 20 years as our Minister of Christian Ed.
- In Mid-June Dave Mortensen stepped down as Moderator after more than 30 years.
- In late June our treasurer and deeply engaged lay leader, Peter Van Aken, died suddenly.

(Oh and by the way did I mention that somewhere in the midst of all this we managed to raise \$1.3 million dollars for capital repairs and improvements and successfully complete the first year's projects?)

Dare we say that 2009 has been another year of significant change and transition. It is a true testimony to the commitment of our membership and the leading of the Spirit, that we remain strong, stable, and forward moving. Tom Kahl has stepped up as Moderator. David Peretti has taken on the gargantuan task of replacing Peter as our Treasurer. Summer Shaud has been a true blessing as our interim Church School Coordinator. And John Fiske retired from his day job just in time to become our interface with the architects, contractors and construction plans. God is good.

Over this time we have remained programmatically strong. Church school, youth programming, opportunities for men and women of varying ages and interests all have experienced growth in strength and vitality.

Looking ahead, the way forward seems to be pointing toward more change in the offing.

- The Education and Personnel commissions are working to find an interim replacement for Summer Shaud who has accepted a more full time position and will complete her interim time with us in May.
- The capital campaign implementation committee is hard at work on preparing another round of construction projects to begin this summer.
- The Worship Committee, Ministry Team, Deacons, and Education Commission are working to bring to fruition our plans to experiment with an alternative worship and faith formation model for 6 weeks beginning next January.
- The Council on Ministries has charged a Long Range Planning task force to help us between now and next May develop a strategic plan and roadmap for addressing ongoing challenges of membership, leadership, financial stability, and organizational vitality.

REPORT OF THE MINISTRY TEAM

- In the fall of 2011 I will leave for a six month Sabbatical period and preliminary discussions are already underway to plan for the church's interim process during that time.

In his book, *The Way of Transition* William Bridges reminds us that change is not only all around us, it is an essential part of remaining vital.

"Change is a paradox. To achieve continuity, we have to be willing to change. Change is, in fact, the only way to protect whatever exists, for without continuous readjustment the present cannot continue. . . the very things we love in the present – like our families, or marriages, our health, our careers, our homes, our church – are all primed for destruction if they don't change over time."

But he goes on with another paradox.

"The very things we now wish that we could hold onto and keep safe from change were themselves originally produced by changes. No matter how solid and comfortable and necessary the status quo feels today, it was once new, untried, and uncomfortable. Change is not only the path ahead, but it is also the path behind us, the one which we traveled along to wherever we are now trying to stay."

In such times as these, I think our calling as a community of faith is surrender to a kind of faithfulness that is much more (and less) than "knowing." I am reminded of a story about John Kavanaugh, a world renowned ethicist who went to work for three months at "The House of the Dying" in Calcutta. He was seeking a clear answer as to how best to spend the rest of his life and he thought that he would consult a living saint – Mother Teresa.

On the first morning there Mother Teresa asked him, "And what can I do for you?"

Kavanaugh said he would like her to pray for him. "What do you want me to pray for?" she asked.

"Pray that I have clarity," he responded. She said firmly, "No, I will not do that."

When he asked her why, she said, "Clarity is the last thing you are clinging to and the very thing you must let go of."

When he commented that she always seemed to have the clarity he longed for, she laughed and said, "I have never had clarity; what I have always had is trust. So I will pray that you trust God."

May that be our continuing prayer for us and our church.

Skip Waterbury, for the Ministry Team

REPORT OF THE MUSIC MINISTRIES

March, 2010

Music Ministries at First Congregational Church continue to thrive and grow. I would very much like to thank Skip Waterbury, the Ministry Team, Staff, Deacons, Senior Choir, Carilloneers, and all musicians for a year of growth and rich experience. It has been a great privilege to be with you all, and I appreciate the opportunity to participate in such a deep and committed tradition.

The Senior Choir has experienced incredible stability and musical growth this year, thanks to the dedication of singers of all ages. Our regular Sunday participation is high and energized. These are volunteers who give so much to our weekly community worship. Thank you one and all.

As a result of the hard work of special congregants, children of all ages continue to be involved in music at First Congregational Church. Cynthia Wankowicz continues her able work with the Junior Choir, which has been re-formed to include the church school children. The Cherub Choir is a wonderful and joyous introduction to music for young children and is marvelously directed by Pam McPherson with assistance from members of the Youth program.

The Carilloneers, handbell ensemble extraordinaire, have continued their tradition of great music making under the direction of Dr. White. The lovely musical choices this year (many of them composed or arranged by Dr. White) have highlighted the group's excellence, and worship services are enhanced by their sonorous offerings.

The Advent Lessons and Carols service, our traditional glorious musical and biblical highlight of the Christmas season, was unfortunately cancelled this year due to inclement weather. We were, however, thrilled to present J.S. Bach's *Magnificat* with organ in January – a testament to the will and determination of the Senior Choir and our fine organist, Jeffrey Mead.

On May 2, 2010, the Senior Choir will present Benjamin Britten's moving and joyful *Rejoice in the Lamb* as a special Cantata Sunday music offering. I look forward to working with the choir on this marvelous piece of music; Cantata Sunday is one more opportunity for the choir to display their ongoing excellence and commitment to music as worship. With the superb Jeffrey Mead at the organ, the chancel will be ringing with beautiful singing and playing.

Special thanks to a talented staff of musicians: Jeffrey Mead, organist; Susan K. Navien, soprano; and Peter Owens, tenor. It is a pleasure to work with you, and I thank you for sharing your gifts and talents.

Respectfully submitted,
Jane Ring Frank, Minister of Music

REPORT OF THE WORSHIP COMMITTEE

The Worship Committee was established in January 2006 to support the Ministerial Team in exploring and experimenting with various forms of worship and was a key outgrowth of the Holy Conversations process. The Worship Committee builds on the foundation of the Holy Conversations process that articulated three key desires:

- Seek to continually deepen our spiritual journey – to cultivate faith both at our core and expressed in our daily activities
- Yearn for true community – to know ourselves and one another, and through those relationships, the Holy Spirit
- Strive to live a committed Christian life – to follow Christ's example with our whole selves

A key objective of the Worship Committee is to help the congregation make a deeper connection with God and one another. As a congregation, we consider our worship services to be an important part of our overall spiritual experience and development. We are open to the possibility of deepening the richness of our worship experience and the Worship Committee has been established for the purposes of exploring and experimenting with new and various forms of worship within the context of our traditions. The Worship Committee prioritizes the exploration and consideration of various forms of worship, in advance of experimentation, since as a congregation we generally prefer change that is rooted in experimentation and careful consideration, prior to making permanent changes.

Our role is to provide feedback to the Ministry Team and the Diaconate for consideration. The Worship Committee has autonomy in meeting its charge, while also recognizing the need to maintain frequent communication with the Diaconate (also called the Council on Pastoral Care) in its capacity as the primary body within the Church to foster spiritual development and review changes to our current practices. The Worship Committee considers itself to be part of the process of effecting change in worship, though not the actual approval body: this authority remains with the Ministerial Team charged with overall responsibility for worship and with the Diaconate.

The Worship Committee consists of those members of the Ministerial Team with direct responsibility for worship (the Senior Pastor, the Associate Pastor and the Director of Music), plus one member of the Diaconate and between three and four lay members of the congregation.

Faith Moments

Faith Moments are an occasional addition to the service whereby individual members of the congregation speak to the meaning of their faith or to some aspect of how current church life has influenced them. Faith Moments are brief, personal reflections designed to allow individuals to share their faith with the congregation. Sarah Gallop, of our committee, is our shepherd of this component of worship.

Passing of the Peace

We have introduced the *Passing of the Peace* to the regular Sunday service. This is an example of experimentation in the worship service and we have tried various approaches and techniques. This is in support of our goal of fulfilling the congregation's yearning "for true community – to know ourselves and one another, and through those relationships, the Holy Spirit."

REPORT OF THE WORSHIP COMMITTEE

Lay Preaching And Liturgists

Each summer we provide an inspiring opportunity for our laity to lead a service, and preach on a topic relevant to their life. Nothing helps you understand and live a Bible verse better than preaching on it! It is a very moving experience to hear your neighbor, friend, or fellow congregant present their personal spiritual journeys. The First Congregational Church believes that we are all ministers to one another, and the Holy Spirit can give vision to any of us to preach, guide, and serve one another.

Lenten Practices

New banners were commissioned and installed in the prior year, and continue to be part of our Lenten practice. We began the Lenten prayer practice of chanting and lighting candles in prior years and are continuing with that practice this year. It has become a very meaningful and special worship practice reserved for the more reflective Lenten season.

Acolyte Program

The acolyte program has been revitalized and expanded to include carrying the elements forward on communion Sunday – in addition to the usual lighting of the candles – integrating some of our younger members of the congregation into the weekly worship service. Mike Regentz is our shepherd on this component of worship.

Full Intergenerational Worship

We have experimented with various intergenerational services in the past 3 years, including the Hanging of the Greens, World Communion Sunday, Lessons and Carols and the Commitment Sunday of the Let Our Light Shine Capital Campaign. We continue to work on our plans for a 4-6 week experiment for full intergenerational worship in January of 2011.

Respectfully submitted, *Laurie Roby, Chair*

On behalf of the Worship Committee: *Laura Bailey, Sarah Gallop, Walter Ogier, Mike Regentz, Liz Sayre, Penny Sparrow and Julianne Zimmermann*

Working with the Ministry Team: *Skip Waterbury, Jane Ring Frank, Judy Arnold and Kathleen Zagata*

REPORT OF THE CHRISTIAN EDUCATION COMMISSION: **CHILDREN AND YOUTH COMMITTEE**

Annual Report - April 2010

The Christian Education Commission – Children and Youth – has the responsibility of planning, implementing, and reviewing religious education for the children and youth in the church – from birth through 12th grade. This includes a broad variety of educational offerings – some more obviously educational than others. The committee seeks to encourage young people's Christian faith and sense of belonging through a program that includes Scripture, Worship, Outreach and Community. Summer Shaud, Interim Church School Coordinator, worked with the Committee and the Children this year. Judy Arnold, Associate Pastor, also works with the Committee and with the Youth (7th through 12th grades).

State of the Church School - CHILDREN: birth – 6th grade

This past year was a critical year of transition in the life of the Church, especially of the Church School. The Minister of Christian Education, Carol Jones, retired after twenty years of service. In that time, we had come to depend on her to guide the church school and the committee. It is our hope that Carol was able to feel some of our gratitude and love in her retirement celebration in June. The picture on the cover of the new guide to church activities is from that celebration. Thank you especially to Lynne Rahmeier and Linda Fontana and all the others who helped make her celebration so joyous.

The Ministry Team and the Council on Ministries decided to look for an interim Church School Coordinator rather than replace Carol immediately. An interim position allows us some time to experience what life without Carol was like and begin to envision the next chapter. Skip asked the Children and Youth Education Commission to serve as an ad hoc search committee. With the assistance of Alex Rohall from the Personnel Commission, the search committee developed and posted a job description (attached to this report), and reviewed a number of candidates. In the end we hired a wonderful Church School Coordinator, Summer (Finnell) Shaud, then newly graduated from Harvard Divinity School. She has done a wonderful job of keeping the Church School program running in the short term, while the Church examined our long term planning needs for the future.

Summer assumed her responsibilities with apparent ease. The Fall Term began with the Church School Open house, coordinating registrations, facilitating UNICEF collections at Halloween and the decoration of grocery bags for distribution to the congregation at Thanksgiving. After Christmas, the Church School celebrated with two Epiphany parties- one during church school and one on Sunday evening. We then went into a terrific Winter Term centered on the theme of Worship. One beautiful project from that series, a mosaic Liturgical Clock, is on display in the Sanctuary. Don't miss it. Summer's gifts for ministry have shown through when she leads the Time for the Young in worship. Our annual Church School Sunday will be on June 13th this year – mark your calendars.

At the end of this program year, Summer will be moving on to other opportunities. We wish her the very best. We've begun the search for another interim Church School Coordinator for next year. That search will likely consume most of Youth Ed's time for the remainder of the Spring Term. During the coming year it is expected that the Long Term Planning committee will reach a decision on a more permanent solution for future staffing, and the Children and Youth Christian Education Commission will be freed to focus more attention on potential ways to improve our existing program.

REPORT OF THE CHRISTIAN EDUCATION COMMISSION:
CHILDREN AND YOUTH COMMITTEE
Annual Report - April 2010

In addition to the need for a new Church School Coordinator, there is great need, as always, for Church School teachers. We have been blessed to have several parents who are brand new to the Church community sign on to teach church school classes, and are very optimistic about the future of the program. We were also fortunate this past year to have had a number of returning teachers, and we are very grateful for their continued contributions. The Youth Ed Commission will be looking to the congregation for help in filling that need, and hopefully work to develop more teaching teams for the classes for the coming school year. The Nursery continues to be one of the liveliest places on Sunday morning. Christina Peretti oversees a group of infants and toddler aged children AND the teenagers who work with them. We thank them all.

One upcoming program change is planned as a short term experiment during Winter Term next year: the implementation of Intergenerational Worship and Education hours in January. This experiment is intended to fulfill a long-held desire for our children to be present during the entire Sunday morning worship service and for adults to have opportunities for Christian education on Sunday mornings as well.

Part of the Master Plan for the Capital Campaign last year included various improvements for office and classroom workspaces. Members of the Youth Ed. Commission are working with the Classroom/Office Renovation Working Group (CORWG) to help devise a final plan for those changes. We are excited for the classroom improvements that will enhance the Church School experience for both students and teachers. We are also extremely grateful for all the dedicated, hard work put in by the CORWG over many months.

NCNS is purchasing new playground equipment. Our children will certainly enjoy it during coffee hour in the nice weather. Thanks to John Fiske and the Facilities Commission for the oversight of this project, and for keeping us informed.

Finally, we owe a debt of gratitude to Pam McPherson and family for all their wonderful work with the Cherub Choir, and to Cindy Wankowicz for the Junior Choir. Anne Hoenicke has very generously and ably coordinated all of the Church School registrations into a usable database for several years now. We are so grateful for her efforts. In the coming year, we hope to be able assume more of that administrative responsibility to relieve Anne of some of the tremendous workload she assumes for all of us here at Church.

YOUTH – Grades 7-12th

The Youth Program continues to be healthy. We began the year with a Back to School Rock Climbing and Hard Rock Café outing. The main ongoing programs are Forum, Journey to Adulthood, service projects and trips.

Forum is held on Sunday nights, from 7:30 to 9:00. It is the heart and center of the high school youth program. Each Sunday you can find anywhere from 15 to 25 kids in the Forum room where they play games, discuss topical issues, listen to music and share prayers. This past fall we had an almost impromptu overnight weekend at the Richter's NH house.

REPORT OF THE CHRISTIAN EDUCATION COMMISSION:
CHILDREN AND YOUTH COMMITTEE

Annual Report - April 2010

The Journey to Adulthood program is coming to the end of its 4th year. This year's Rite 13 class began with an evening painting party. The kids and leaders painted the newly created big room on the 3rd floor (thank you Facilities). It now has tasteful beige walls and brilliantly colored closet doors. This class spent the year discovering both the Bible and themselves. Again, they led a successful Souper Bowl collecting food and money for the Woburn Council of Social Concerns. Next year this group will become the J2A group. The current J2A class spent the year exploring and gaining proficiency in the Six Marks of Adulthood. They will end this year with a Pilgrimage, during which they will be given many opportunities to see faith in action and to ask themselves some questions about their faith life. The J2A program took another step forward this year, by adding the middle range group, J2A and beginning a second Rite 13 group. We were challenged space wise so decided to hold the J2A class at 9:00 a.m. The youth have been blessed in the leadership. J2A were led by Bruce Lauterwasser, Dave Weir, Laurie Roby and Janet Hall. Rite 13 blossomed under the care of Jena Roy, Jason Parkhill, Penny Sparrow and John Crabtree.

This year the youth started their own Bible Study. Each Sunday, high school kids gather after worship in the Henry Room to look at the gospel reading for the upcoming Sunday. It is entirely youth led and all high school age kids are welcome to come. They start after worship and end no later than 12:00.

All the church youth were invited on the Winter Weekend. This year we went to Meredith NH where we stayed at the Sparrow's wonderful lakeside home and skied at Gunstock. Aside from the great location, having all the kids in one house allowed us to have great group experiences. Again we were blessed with great adults: Laura Richter, Sally Hawksworth and Nick Wankowicz chaperoned. Malcolm Sparrow came to both help with the youth and (I suspect) to protect his beautiful house. We are extremely grateful to the Sparrows for this generous loan.

The Youth Mission Trip is still upcoming. We will be going to Chicago to work with DOOR (Discovering Opportunities for Outreach and Reflection) in urban service and ministry. Details will be in next year's report.

The Youth took part in many church wide activities including the Bean Supper, the Cookie Walk and the Youth Progressive Supper. A group of youth also went to the Prison Book Program on a Saturday afternoon. Many traditional activities still await us – the Easter Egg Hunt, pancake breakfast, youth Sunday (May 16) and the year end overnight. We have a first time activity, too – the J2A class Pilgrimage which is going to Charleston SC in June. And, we will send some wonderful kids off to college – the world is waiting for them and needs them.

THE CHILDREN AND YOUTH COMMITTEE thanks all of you who have provided support for our programs with your donations, your prayers and your presence.

Children and Youth Christian Education Commission, 2009/2010:
Gretchen Clarke, Chair; Judy Arnold, Associate Pastor; Jody Collins-Skinner;
Terry Marotta; Natalie Roche; Martha Trudeau Tucker; David Weir; and
Special thanks to Summer Shaud

REPORT OF THE CHRISTIAN EDUCATION COMMISSION:
CHILDREN AND YOUTH COMMITTEE
Annual Report - April 2010

CHURCH SCHOOL COORDINATOR JOB DESCRIPTION

Purpose:

To coordinate FCC's existing Church School children's education program for Nursery through Grade 6, for a minimum term of one school year beginning mid-August 2010 through mid-June 2011.

Specific Responsibilities:

- Recruit and support church school teachers from the congregation with the help of the Christian Education Commission volunteers, and ensure that all teachers/volunteers complete CORI report applications.
- Offer children's sermons during morning worship on most Sundays, and provide other worship leadership as needed.
- Meet monthly with the Children/Youth Christian Education Commission (evening meeting), and meet weekly with the ministry team (Wednesday mornings).
- Write a monthly column for the church newsletter.
- Communicate regularly with church school teachers regarding schedule, special projects, etc.
- Respond to parent questions, interest, or concerns about the church school.
- Plan and lead special church school programs as needed, including the Christmas Eve pageant, Thanksgiving food drive, UNICEF Halloween boxes, Church School Sunday in June, and other activities.
- Design and implement themed church school curriculum for Winter Term (Sundays in January and February).
- Assist the volunteer Acolyte Coordinator with recruiting acolytes, and conduct a brief commissioning ceremony for the acolytes in the fall.
- Coordinate the childcare provided in the Church Nursery; recruit/hire nursery staff and report the hours of paid nursery staff monthly.
- Work with the ministry team and Children/Youth Christian Education Commission to evaluate programs and adapt to changing needs.
- Purchase and maintain curriculum materials and general supplies for Church School, and coordinate work of volunteers who stock the PreK/K snack closet.
- Keep accurate records of all aspects of the Church School Program, including: registration, baptisms, and expenses.

Time Requirements: 15-18 hours/week, including Sunday mornings.

Supervised by: Pastor and Children/Youth Education Commission

REPORT OF THE CHRISTIAN EDUCATION COMMISSION: **ADULT COMMITTEE**

Throughout this program year, the adult education commission has offered a variety of programs, usually during the 11th hour on Sunday mornings.

In September (which now seems like ancient history), Paul Lambe, a professional mediator with "Mediation for Results" in Cambridge, led a vigorous discussion on "Active Listening in the Family". Our goal was to improve the communication within our families and to further develop our human sensitivities.

On October 18, we focused on Islam and its increasing presence on the American religious landscape. Some of us read either Huston Smith's "The World's Religions" or Diana Eck's "A New Religious America" in preparation. The Muslim chaplain of Tufts University, Naila Baloch, talked with us about "Life as a young Muslim woman in Boston in 2010".

Next we turned to an important political topic: health care. With T. R. Reid's book, "The Healing of America", as background, we held two vigorous discussions. The first, on December 6, was led by Deidre Giblin, Peter Rosenberger, and Dick Sayre. The second, on January 31, was led by Bruce Alexander and Doug Taylor. Both sessions were very well attended, the conversations were energetic but not argumentative, and we did occasionally speak to our announced topic - what might a Christian health care system look like? As seems to be true of the American populace in general, it is not easy to reach common ground on this issue.

During Lent, we turned our attention to Jesus: who was he, and who is he? On February 21, Elizabeth Page led the Bible study on the gospel of Mark; on February 28, Bruce Lauterwasser led a similar study of the gospel of John. On March 21, we viewed a DVD entitled "Incarnation: Divinely Human" which features seven contemporary church leaders discussing the various ways in which Christians understand Jesus in the 21st century.

Our final "Good Book" of the year will be Malcolm Gladwell's "The Outliers", which will be the focus of a discussion on May 16, with several lay leaders of our congregation leading the discussion.

Paul Rahmeier for the Christian Education Commission – Adult Committee: Paul Rahmeier, Mike Regentz, Karen Roberts, and Vicki Waterbury.

CHRISTIAN EDUCATION COMMISSION: **REPORT OF CHURCH LIBRARIAN**

Running a library in the 21st century has something in common with selling buggy whips a hundred years ago. Twenty four years ago when I was first elected church librarian, with a committee elected to work with me, I started in with enthusiasm, reading the shelves to find out what books we actually had, visiting the librarian at the Congregational Library in Boston to find out what books we ought to have, deaccessioning books which were obviously outdated and/or irrelevant, using some of Dr. Cart's endowment for book carts so we could bring books to possible readers since the readers were even then not coming to the books, in our jewel box library, hidden in the recesses of our building. We even received an anonymous gift of \$3,000 for new books, the greater part of which I spent with joy in the next few years. Then the church reorganized and left me without a committee, but assigned to spend my own time sitting in on meetings about recruiting Sunday School teachers, etc. Then I recruited a few people to join an informal library committee, but got no help from the church in nominating more, but found increasingly that it was difficult to find Sundays when the new committee could meet as Eleventh Hours became busier. Meanwhile a new sociology of books was developing in the church: groups of people encouraged to read the same book, which then could be discussed. Very nice, but no way the library could provide books in megamultiple copies. If we bought one copy one person would sign it out - and then not return it, so one person at most could make use of the library resource. All these years I was buying books and signing vouchers to get my money back - some to the Women's Association, some to the Religious Education Board, and if I exceeded both budgets, to the church treasurer to draw from the Library Fund - which by then represented Dr. Cart's endowment for furniture, etc. - everything but books - plus what remained of the \$3000 dollar book gift - since somewhere along the line a church treasurer had found it onerous to maintain 2 library funds - and I have since had no way to know how much I have there for books and how much for furniture. One of the last Library Committee members suggested that it would be much simpler for me if the 3 sources of my budget were combined by asking the Women's Association and Religious Education treasurers to deposit my budget money in the Library Fund as each year started. Then I could draw on it as needed. Sounded good, and perhaps it worked for a year or two. However, as the Women's Association collapsed and the Religious Education and Treasurers changed, with no memory of what had been done in the past, I now find that any money I now spend on books is coming out of the Library Fund and drawing down what is mainly Dr. Cart's endowment for anything but books.

Of course, the other problem with buying books is that there is no longer anywhere to put them. Originally only the newest books were displayed on carts. Now I find there is no room on our library shelves for the books which are filling five carts - more and more complicated to locate books, and almost impossible to read the shelves anymore - supposing I could find anyone to help with that multiperson job. I joke that deaccessioning is becoming a major part of what I do: if someone gives me a book, I must now throw one away.

All this above takes on another dimension when you realize that hardly anyone any longer reads anything from the library. After I have hauled three carts down to coffee hour I consider it a red letter day if one book is signed out. The Bible story picture books I was so proud to acquire are never used, either by families or Sunday School. Summer read one I recognized in church one day for the children's sermon. I found myself thinking: tell them where you got that book!

Librarian is a church office with a one year term. Someone used to call me and ask whether I would continue. Now I am taken for granted. No one has asked me for years. Not only does no

CHRISTIAN EDUCATION COMMISSION:
REPORT OF CHURCH LIBRARIAN

one recruit Library Committee members: they have forgotten to recruit the librarian. No one this year asked me to file an annual report, and I considered not doing so - just to see if anyone would notice. I just turned 78. I am away all summer. I think libraries are important, and so I keep going, but if there is anyone out there who agrees, and would like this job, I will gladly turn over my library key, and promise to help instead of run....

Marjorie Moore, Church Librarian

THE REPORT OF THE HEALTH & WELLNESS MINISTRY 2009-2010

This year, our Health & Wellness Ministry program celebrated its 9th year. Lead by our Health and Wellness Minister, Kathleen Zagata, it is truly an effervescent, spirited constellation here in the galaxy of First Congregational Church in Winchester, United Church of Christ. The following members were part of the commission - Cathy Crabtree, Kris Montgomery, Pam Budner, Paul Puzzanghera, Branda Wilhoite, Sybil Richardson, Bob Shirley and Karen Martin

The Health Ministry is rooted in the ministry of Jesus Christ—the ministry of healing, service, care, compassion and hospitality. Our Christian tradition makes clear that Jesus was not just about fixing a diseased person; his intent was to heal in God's name and to restore each person to fullness, well being and community. Thus health ministry is based on a whole person model—mind, body, emotion and spirit.

Inherent in each of the programs that Health Ministry conducts, is an invitation to embark on an intentional journey to explore what it means to be a faithful steward of holistic health. Our Health Ministry supports the practice of stewardship of health in its fullest definition-- to live the connection-- both personally and in ministry to others.

Highlighted here are the many programs, the stars, if you will, that are all a shining part of the Health Ministry constellation:

The Caring Network

--This year Susan Rozmanith organizes, YOU, our volunteers to provide meals and other support services to church families during times of need. This means a friendly voice, a hot meal, a ride, or a visit when circumstances interrupt the normal flow of our lives.

The Flower Committee

--The life of our altar flowers extends beyond our enjoyment on Sunday, as members of the Flower Committee create arrangements and deliver them to members at home due to illness, or in celebration of events like birthdays or anniversaries. For many of our members no longer able to attend on Sunday, this is a vital connection to the life of our church. At Christmas and Easter, HM organizes the poinsettias and lilies so you individually or with your family can participate in delivering a floral greeting of joy.

The Prayer Shawl Ministry

-is an active creative group of people who love to knit and crochet together. They create shawls to be given to those in need of comfort and solace as well as to those celebrating joyous events.

Fellowship Teas and Luncheons

-are hosted by the Health Ministry and are opportunities for seniors to gather and enjoy fellowship, conversation, food and music. In November, we held a Tea at the Gables with music provided by Marilyn and Bob White. In March, a lovely lunch was held at the church with music by the Songs of Grace hospice choir and in May another Tea will see the seniors gather again for conversation and fellowship.

Service of Light

-The Health Ministry also hosts an annual December service in Ripley Chapel offering a respite from the pace and pressures of the season and a moment to move from loss and heartache into

THE REPORT OF THE HEALTH & WELLNESS MINISTRY 2009-2010

the grace of hope. Participation continues to grow each year as its relevance to our lives is better understood.

Touchstones

-is a vibrant Women's weekly forum led by Debbie Johnston and Kathleen Zagata and is focused on faith, health and wholeness. It presents interesting and provocative programs - opportunities for women to enrich and deepen their faith.

Exercise and Healthy Living Events

Coffee Hour/Food

-In October, the Health Ministry members prepared & presented healthy treats (and surreptitious nutritional education) during Coffee Hour. They included a no-guilt chocolate birthday cake for Skip, fresh, hot organic applesauce, organic fruit smoothies, and fresh veggie juice. Yes, healthy food can taste really good!

Ballroom Dancing

-Led by Dave & Carol Weir, the dance group gathers a group of spirited and fun folks who share dinner and dancing lessons in Chidley Hall many Sunday evenings.

Adult Winter Retreat

-Led by Cathy & John Crabtree, this is 2nd annual weekend away that provided time not only for great outdoor WINTER exercise, but also a time for spiritual renewal and group discussion nurturing mind, body and spirit.

Health Commission Meetings

In all the DO-ING of these activities and programs supported by the Health Ministry Commission, we strive to encourage people to BE FAITHFILLED as stewards of health, personally and in service and care to the church community.

As well as planning and overseeing events, our commission members have spent time examining, evaluating and reflecting on the Health Ministry's mission. This has been a spirited and thoughtful process.

Having completed our ninth year, we look forward to providing more programs and activities that meld spirituality and health and wellness next year.

REPORT OF THE MEMBERSHIP COMMISSION FOR 2009/2010

April 2010

The membership commission tried to meet monthly, when possible, and organized the following church events during the 2009/2010 church calendar.

Assuming that expenses are the same as last year for those events that have not yet taken place, membership may slightly exceed our budget of \$2,400.

SEPTEMBER, 2009 (\$299.55)

- Hosted the Annual "Homecoming" Luncheon in Chidley Hall

NOVEMBER, 2009 (\$747.64)

- Received the following new members on Nov.1st. Welcomed them into membership with cake and coffee in Chidley Hall following worship (\$34.85 + \$99.00)

Clint Kendall & Kathy Kendall

Mike Dorr & Erin Dorr

Priscilla Saltmarsh

Kate Puzzanghera

Carrie Ehrbar & Christian Ehrbar

Kim Farina & Mike Farina

Roy Procops & Wendy Procops

- Planned and hosted the celebration Brunch on Nov.8th to honor 35th anniversary of Rev. Skip Waterbury's ordination (\$171.99 + \$64.00 + \$18.00 + \$359.80)

- Worked with Financial Resources to plan the Stone Soup Luncheon on Nov.22nd

MARCH, 2010 (\$189.53)

- Planned and hosted the All-Church Birthday Party on March 14th in Chidley Hall.
(\$510.53 - \$321.00)

- Received the following new members on March 21st, and welcomed them into membership with cake and coffee in Chidley Hall following worship. (\$34.85)

Sarah Girotti

Abigail Heisler

Michael Clare

Karen Swyers

Bob & Kay Bigelow

Deborah DePeter

Becky Tellefsen

APRIL, 2010 (\$400.19 in '09)

Organized the annual Progressive Dinner on April 10th. (\$368.39 + \$31.80 in '09)

MAY, 2010 (\$384.67 in '09)

Plan to organize a New Member's Reception to welcome all new members who have recently joined the church. (\$97.88 + \$286.79)

REPORT OF THE MEMBERSHIP COMMISSION FOR 2009/2010

April 2010

JUNE, 2010 (\$286.45 in '09)

Plan to organize and host the annual Spring barbecue on June 13th which coincides this year with church school Sunday. This event is typically held on the front lawn and patio of the church.

COFFEE HOUR (\$276 in '09)

Fred Greene – Membership Committee Member and Coffee Hour Coordinator

Since the membership commission is responsible for getting other commissions to host coffee hour each month, Fred worked with the other commissions and put a schedule together. We think it makes sense to have one member of the commission responsible for this effort in the future.

ANNUAL BEAN SUPPER

Our commission voted to take on the responsibility of “finding someone” to run this annual events that is held every year on the night of the town tree lighting.

Respectfully submitted,

Jan Koss, Co-Chair

Susan Leathers, Co-Chair

Membership Commission: Lisa Der, Fred Greene, Barbara Rinn, Peter Rosenberger, Alice Senko, Vicki Waterbury

REPORT OF THE OUTREACH COMMISSION FOR 2009

The Purpose of the Outreach Commission

The Outreach Commission develops and promotes opportunities for Church members to share our abundance through hands-on service, information and advocacy events, and financial contributions in the form of special offerings. The Outreach Commission also makes distribution decisions on the funds set aside for Outreach in the Church's annual budget. These funds are derived from a percentage of the pledge income.

Our Focus This Year

This year we continued our focus on our two primary causes:

- alleviating homelessness; and,
- helping women, teens, and children at risk

Sharing Our Abundance This Year

Hands-On Outreach

- Little Red Wagon (monthly): Solicit and deliver bags of food for the local pantry at the Woburn Council for Social Concern.
- Habitat for Humanity (approximately four times each year): Work groups from our church participated at sites in Lawrence.
- The Dwelling Place (monthly): Preparing and serving a meal to local families in need.
- Turkey Drive (11/09): Almost 40 turkeys were collected from the members of the congregation; and the youth group delivered them to Pilgrim Church in Boston.
- Christmas Tree Giving (12/09): Hundreds of gifts to some 100 individuals in need at Germaine Lawrence, Rosie's Place, and Woburn Council for Social Concern.
- Toiletries (12/08): Toiletries were collected and delivered to Pilgrim Church
- Sold 23 Cakes for Massachusetts Coalition for the Homeless

Outreach Giving

The Outreach Commission manages the distribution of the portion of pledge income specifically set aside for Outreach. In 2009 \$85,800, which was 13.2% of overall pledge income, was allocated to Outreach.

Of that total, the Outreach Commission distributed \$42,650 to Our Church's Wider Mission (OCWM), the fund for the United Church of Christ work beyond the local church – through our Conferences, National Ministries, and UCC-related institutions.

Of the balance \$42,000 was distributed among 20 local and national charitable organizations, including Dwelling Place, Esperanza, Grow Clinic, Habitat for Humanity, Mass Coalition for the Homeless, Mission of Deeds, Pilgrim Church, Respond, Room to Read, Rosie's Place, Woburn Council of Social Concern, Women's Lunch Place, City Mission Society and the UCC's One Great Hour of Sharing . We also contributed funds to support our youth mission. For a listing of all funded organizations and amounts given, please see the Outreach Treasurer's Report.

REPORT OF THE OUTREACH COMMISSION FOR 2009

2009 Special Offerings

Special offerings are another way that our congregation shares its abundance with others in our community:

- Easter Offering (4/09): Our congregation contributed \$5851.00 in response to a request to support our Pastor and Deacons Fund. With a combination of inflation and the deep economic recession many were in need of assistance this year and it was thought an infusion of cash to the fund would help the needs that exist within our community.
- Just Peace Offering (10/09): Our congregation contributed \$1200.00 to Bread for the World. Bread for the World has helped to strengthen nutrition programs, assisting millions of families in this country who struggle to feed their children. Right now, Bread for the World is campaigning to reform the farm bill in ways that will support farm and rural families of modest means and, at the same time, open opportunity for farmers in poor countries.
- Christmas Offering (12/09): Our congregation contributed \$ 3970.00 from the offering and Outreach contributed an additional \$3000.00 for a combined total of \$6970.00 to The Massachusetts Coalition for the Homeless, First Stop Initiative to meet the need for an early warning, early intervention system to help households stabilize their housing situations at the first sign of trouble. First Stop accomplishes this by placing experienced advocates at neighborhood health centers to help consumers who are at risk of homelessness to access a range of resources to maintain or secure housing

Respectfully submitted,

Robin Delurey, Chair and Treasurer

For the Outreach Commission: John Crabtree, Leigh Kelliher, Diane Lord, Bill McCarter, Kate Puzzanghera, Louise Ritenhouse

REPORT OF THE OUTREACH COMMISSION FOR 2009

Outreach Commission Distribution Worksheet -				
Final end of year			2009	
	2009			
	Budget	Budgeted, Expended	Budget- unexpended	Unbudgeted, expended
General Fund	85,800	83,150	2,650	1,050
Memorial Gifts				
Carryover from previous year	6,823	0		
Carryover from two years prior				
Total Budget	92,623	83,150	9,473	
UCC - Our Church's Wider Mission - includes MCC	42,650	42,650	0	
UCC - One Great Hour of Sharing	2,000	2,000		0
UCC Disaster Relief				0
Bread of Life Malden				0
Christmas Giving Tree 2007				0
Casa Myrna Vasquez	2,000	2,000		0
City Mission Society	2,000	2,000		0
Dwelling Place	500	500		0
Esperanza	2,000	2,000		0
FCC Youth Mission trip 2009- 2010	2,000	2,000		0
Germaine Lawrence - School & Library	2,000	2,000		0
Good Shepherd UCC Book Project				0
Grow Clinic (Failure to Thrive)	2,000	2,000		0
Merrimack Valley Habitat for Humanity	2,000	2,000		0
Easter Offering Match				0
				0
Mass. Coalition for the Homeless	2,000	2,000		50
Mass. Coalition Church Membership				0
Mission of Deeds	2,000	2,000		1,000
Mission Safe	2,000	2,000		0
Mission Trip -- New Orleans	2,000	0	2,000	0
New Day	2,000	2,000		0
Pilgrim Church Building Fund	2,000	2,000		0
Protestant Guild for Human Services	2,000	2,000		0
Respond, Inc.	2,000	2,000		0
				0
Room to Read	2,000	2,000		0
Rosie's Place	2,000	2,000		0
Somerville Community Corporation	2,000	2,000		0
Temple Ahavat Achim (Fire)				0
Woburn Council of Social Concern	2,000	2,000		0
Women's Lunch Place	2,000	2,000		0
Lasagna ingredients				
Total	85,150	83,150	2,000	1,050
Uncommitted in original budget	7,473			
Total expended to date				84,200
Uncommitted and unspent				8,423
Christmas Offering	Outreach Match	MCH 1st Stop		3,000
2009 Balance carry forward to 2010				5,423
Easter Offering	P & D Fund		5,851	
Just Peace Offering	Bread for the World		1,200	
Christmas Offering	MCH 1st Stop		3,970	6,970

Robin Delurey, Treasurer

REPORT OF THE TREASURER FOR 2009

2009 was a year of change. First and foremost, we miss Peter Van Aken and his many contributions. His skill, caring, and depth of knowledge was a great asset to the Church.

2009 was also a year recovery and growth. The financial whirlwinds of 2008 and early 2009 calmed. By the end of 2009, endowment values started to recover. Also in 2009 we accepted the first of our commitments and giving in support of our Capital Campaign. Truly the Light did shine through. By the end of 2009 we had collected \$1,280,810 in commitments against a goal of \$1,400,000 and \$667,975 in giving.

Our financial results for 2009 reflected not only an increase in the life and the activity of the church, but also the continuing financial support from our congregation. 2009 was a difficult year for some financial supporters of the Church, but in many cases other members of the congregation gave more than their planned pledges. This generosity and the hard work of many helped to see us through the year which ended with a small surplus of \$5,784.

On the revenue side, Pledge Receipts were \$20,736 less than budgeted and \$31,286 less than 2008. As this is our main revenue driver, it is not surprising that Total Receipts were \$20,394 less than budgeted and \$38,028 less than 2008. In 2009, \$196,000 of our endowment was used to support the general budget, down \$10,000 from 2008.

On the expenditure side, changes in the staffing mix saw reduced Personnel Costs. A mild winter and dropping fuel oil prices, combined with a careful watch on expenditures by the Commissions and Staff, resulted in under spending the expense budget that more than matched the decreased revenue. Thank you to all. Total expenditures were \$26,178 less than the budget.

During 2009 the Church invested funds generate \$117,829 in interest and dividend which were distributed to our Restricted and Reserve Funds and also reinvested in our Endowed Funds. This is down from previous years and is an unfortunate consequence of financial uncertainty of 2008 and early 2009. The good news is that by the end of 2009, the valuation of our endowment funds rallied to produce a year end gain of \$455,450 bringing the value of our endowment and reserve funds to \$3,716,276.

Notwithstanding the gains made in late 2009, the loss in Endowment principal experienced in 2008 does impact the ability of the Endowed funds to support our operating budget. It is our practice to average out the endowment balances over a three year span. In this way, the gains or losses in one year are tempered by the activity of the years before and after. In 2009, this allowed us to average out the poor performance of 2008. In 2010 and 2011, our budget will likewise be affected until such time as we have moved beyond the 3 year limit.

The following schedules are part of this report:

1. 2009 Operating budget vs. Actual Income and Expenditures.
2. Report on Changes in Restricted and Reserve Funds – 2009
3. Expenditures from Restricted and Reserve Funds – 2009
4. Report on Endowed Funds – 2009

Respectfully submitted,
David M. Peretti, Treasurer.

REPORT OF THE TREASURER FOR 2009

SCHEDULE 1 – page 1

Ledger to Budget

Detail

First Congregational Church

21 Church Street

Winchester, MA 01890

Transaction Date Jan 1 2009 to Dec 31 2009

	Amount	2009 Budget	Difference	Percent of Budget
<u>Income</u>				
Income				
1050 Pledges	442,510.08	463,246.00	20,735.92	95.52 %
1100 Gen. Endowment Availing	123,000.00	123,000.00	0.00	100.00 %
1200 Jenks Endowment Availing	73,000.00	73,000.00	0.00	100.00 %
1250 Rental Income	28,330.92	30,138.00	1,807.08	94.00 %
1300 Back pledges	6,800.00	7,500.00	700.00	90.67 %
1350 Cash collections	10,614.00	8,882.00	(1,732.00)	119.50 %
1400 Unrestricted Gifts	1,000.00	5,000.00	4,000.00	20.00 %
1401 Non-Pledge Giving	24,453.00	21,717.00	(2,736.00)	112.60 %
1500 Interest & Gain/Loss on Stock	2,581.00	200.00	(2,381.00)	1290.50 %
Income Total	712,289.00	732,683.00	20,394.00	97.22 %
Total Income	712,289.00	732,683.00	20,394.00	97.22 %
<u>Expenditures</u>				
Fac & Per Commission				
Personnel				
3100 Clergy	108,720.00	109,124.00	404.00	99.63 %
3110 Housing Allowance	67,566.72	67,567.00	0.28	100.00 %
3120 Clergy-pen. & ins.	56,882.37	56,983.00	100.63	99.82 %
3200 Office Staff	39,937.17	41,570.00	1,632.83	96.07 %
3220 Off. Staff-pen. & ins.	3,004.36	2,529.00	(475.36)	118.80 %
3300 Sexton-regular hours	25,892.70	27,636.00	1,743.30	93.69 %
3400 Lay Staff	101,452.32	110,566.00	9,113.68	91.76 %
3420 Lay-pen. & ins.	12,262.91	16,830.00	4,567.09	72.86 %
3500 Independent contractors	12,809.50	13,257.00	447.50	96.62 %
3600 Travel	63.60	800.00	736.40	7.95 %
3610 Professional expenses	3,319.30	2,800.00	(519.30)	118.55 %
3620 Sabbatical	2,000.00	2,000.00	0.00	100.00 %
3630 Church FICA	25,833.38	26,871.00	1,037.62	96.14 %
3640 Personnel contingency	5,787.30	1,383.00	(4,404.30)	418.46 %
Personnel Total	465,531.63	479,916.00	14,384.37	97.00 %
Facilities				
4000 Copier rent & maint.	2,478.91	3,013.00	534.09	82.27 %
4010 Postage	2,648.09	3,000.00	351.91	88.27 %
4100 Office Expense	11,693.55	13,000.00	1,306.45	89.95 %
4120 Telephone	3,545.14	4,100.00	554.86	86.47 %
4125 Electricity	11,460.94	11,000.00	(460.94)	104.19 %
4130 Water & Gas	3,422.37	3,500.00	77.63	97.78 %
4140 Maintenance	15,916.56	11,000.00	(4,916.56)	144.70 %
4141 Exterior Maintenance	6,018.88	10,000.00	3,981.12	60.19 %
4145 Rubbish removal	2,467.50	2,600.00	132.50	94.90 %

REPORT OF THE TREASURER FOR 2009

SCHEDULE 1 – page 2

Ledger to Budget Detail

Transaction Date Jan 1 2009 to Dec 31 2009

	Amount	2009 Budget	Difference	Percent of Budget
4150 Sexton supplies	2,414.42	2,600.00	185.58	92.86 %
4155 Snow removal	4,142.00	4,650.00	508.00	89.08 %
4160 Insurance	32,948.65	31,403.00	(1,545.65)	104.92 %
4170 Pianos & organ maint.	762.32	1,000.00	237.68	76.23 %
4200 Fuel	24,030.31	31,500.00	7,469.69	76.29 %
Facilities Total	123,949.64	132,366.00	8,416.36	93.64 %
Fac & Per Commission Total	589,481.27	612,282.00	22,800.73	96.28 %
Outreach Commission				
5100 General Outreach Appropriation	85,800.00	85,800.00	0.00	100.00 %
Outreach Commission Total	85,800.00	85,800.00	0.00	100.00 %
Deacons				
5500 Music	2,042.59	2,240.00	197.41	91.19 %
5600 Deacons & Cong'l Life	1,896.19	1,980.00	83.81	95.77 %
Deacons Total	3,938.78	4,220.00	281.22	93.34 %
Other Commissions				
5700 Member Life & Dev.	2,195.67	2,400.00	204.33	91.49 %
5750 Health Ministry	2,095.54	2,120.00	24.46	98.85 %
Other Commissions Total	4,291.21	4,520.00	228.79	94.94 %
Education Commission				
5800 Church School	4,255.75	6,760.00	2,504.25	62.95 %
5825 Adult Education	408.76	1,000.00	591.24	40.88 %
5850 Youth Activities	7,499.98	7,500.00	0.02	100.00 %
Education Commission Total	12,164.49	15,260.00	3,095.51	79.71 %
MAUCC Per Capita				
5900 MAUCC Dues	10,829.70	10,601.00	(228.70)	102.16 %
MAUCC Per Capita Total	10,829.70	10,601.00	(228.70)	102.16 %
Total Expenditures	706,505.45	732,683.00	26,177.55	96.43 %
Over/Under	5,783.55	0.00	(5,783.55)	

REPORT OF THE TREASURER FOR 2009

SCHEDULE 2

Report on Changes in Restricted and Reserve Funds

Restricted Funds	2008						2009
	Balance 12/31/2008	Transfer from Restricted Endowment	Gifts and Fund additions	Other Endowment Transfers	Less: Fund Expenditures (disbursements)	Add: 2009 Investment Income	Balance 12/31/2009
BIBLE FUND B0 - Closed	0					0	0
CHIDLEY SCHOLAR. B1	10,374	662				383	11,419
MEMORIAL GIFTS B2	40,700		2,068		(643)	1,482	43,607
PASTOR'S SPECIAL B3	5,187	1,047			(4,216)	129	2,147
RIPLEY CHAPEL B4	1,450					52	1,502
PALMER SPECIAL B5	38,783	8,540			(2,508)	1,496	46,310
PRUDENTIAL B6	8,695	1,239				333	10,268
STEEPLE LIGHTING. B7	4,251					152	4,403
CART FUND B8 - Closed						Closed	
MUSICALE B9 - Closed						Closed	
WALLACE MUSIC C0	2,413	904			(1,000)	85	2,402
MUSIC PROFESSIONAL C1 - Closed						Closed	
MAWDSLEY MUSIC C2 - Closed						Closed	
FLOWER FUND C3	5		840		(2,024)	(21)	(1,200)
N'HAUS FLOWERS C4	1	229			(126)	2	105
N'HAYS LILIES C5	1,452				(455)	44	1,042
EBERLE FORUM C6	5,636	488				210	6,335
REDMOND YOUTH C7	13,439	155	2,000		(4,125)	446	11,914
YOUTH FOOD C8 - Closed	0					Closed	0
PASTOR & DEACONS FUND C9	4,394	2,279	1,332		(4,671)	138	3,472
PODUSKA D0	9,370	1,574			(81)	362	11,226
DIRECTED GIFTS D1	19,042		4,430		(6,034)	653	18,091
LIBRARY FUND D2	2,807				(175)	97	2,730
OUTREACH ACTIVITIES D3	281		73			11	366
CHRISTMAS & EASTER Funds D4	8,646		6,049		(11,669)	209	3,235
PENTECOST D6	1,104					39	1,143
CLYDE JONES D7	9,913					355	10,267
O.K.BLACK STAFF TRNG D8 Closed	0					Closed	0
JENKS SCHOLARSHIP E0	1,524					55	1,579
SENIOR HOUSING E1	15,761					564	16,325
JENKS OUTREACH & CARRYFWD F4	39,087					1,399	40,486
IRWIN MEMORIAL FUND G7	5,171					185	5,356
STEEPLE MAINTENANCE FUND G6	17,829	8,476				787	27,091
CAPITAL CAMPAIGN FUND E3	25					1	26
LANDSCAPE FUND G9 - Closed	0					0	0
subtotal	267,342	25,593	16,791	0	(37,726)	9,646	281,647
Reserve Funds	0						0
KENDALL LOAN FUND F5	27,795					995	28,790
MEMORIAL RESERVE FUND F6	28,725					1,028	29,753
SABBATICAL RESERVE F7	32,969		2,000			1,215	36,184
EMERGENCY RESERVE G0	105,168					3,763	108,931
subtotal	194,657	0	2,000	0	0	7,001	203,658
Total Restricted & Reserve Funds	461,999	25,593	18,791	0	(37,726)	16,647	485,304

REPORT OF THE TREASURER FOR 2009

SCHEDULE 3

Expenditures from Restricted and Reserve Funds - 2009

	Expenditures (disbursements)	Specific Uses
MEMORIAL GIFTS B2	643	Van Aken funeral reception expenses
PASTOR'S SPECIAL B3	4,216	Signs and banners
PALMER SPECIAL B5	2,508	Computer equipment; tables & chairs
WALLACE MUSIC C0	1,000	Cantata, March
FLOWER FUND C3	2,024	Chancel/Narthex arrangements, baptisms, wreaths
N'HAUS FLOWERS C4	126	Chancel/Narthex arrangements, baptisms, wreaths
N'HAYS LILIES C5	455	Easter Lilies
REDMOND YOUTH C7	4,125	Youth Trip
PASTOR & DEACONS FUND C9	4,671	\$4,400 to Pastor & Deacon Fund; vouchers for transients
PODUSKA D0	81	Website
DIRECTED GIFTS D1	6,034	Retirement gift; Just Peace, et al
LIBRARY FUND D2	175	Books
CHRISTMAS & EASTER Funds D4	11,669	Heifer Project; Pastor & Deacon Fund
	subtotal	
	37,726	
Total Restricted & Reserve Funds	37,726	

REPORT OF THE TREASURER FOR 2009

SCHEDULE 4

Report on Endowed Funds

BOOK VALUES	Designated Use (generally used for)	2008	2009					Balance 12/31/2009
		Balance 12/31/2008	Disbursements into funds / budget	Transfers into funds / budget	Changes in Fund Principal	Add: 2009 Investment Income	Add: 2009 Capital Gain (Loss)	
Endowment with Unrestricted Use:								
General Endowment:	Unrestricted	1,631,707	(123,000)			56,182	252,890	1,817,779
Jenks Endowment	Unrestricted	975,131	(73,000)	0	0	33,584	151,171	1,086,886
Subtotals		2,606,838	(196,000)	0	0	89,766	404,061	2,904,664
Endowment with Restricted Use:								
Chidley Scholarship	Scholarships	8,807	(662)			303	1,365	9,813
Pastor-Cleworth	Pastor's Fund	5,265	(396)			181	816	5,867
Pastor-Mason	Pastor's Fund	8,658	(651)			298	1,342	9,647
Palmer Special Needs	Unrestricted / Facilities	113,584	(8,540)			3,911	17,606	126,560
Wallace Music	Music / Cantatas	12,024	(904)			414	1,864	13,398
N'Haus	Flowers & Lilies	3,044	(229)			105	472	3,392
Eberle	Youth Forum	6,496	(488)			224	1,007	7,239
Redmond	Youth Forum	2,058	(155)			71	319	2,293
Pastor & Deacons-Hall	Pastor & Deacons	15,977	(1,201)			550	2,476	17,802
Pastor & Deacons-Mason	Pastor & Deacons	14,328	(1,077)			493	2,221	15,964
Poduska	Unrestricted / Technology	20,939	(1,574)			721	3,246	23,331
Abbe Endowment	Unrestricted / Facilities	32,968	(1,239)			1,157	5,210	38,096
Steeple Endowment Fund	Unrestricted / Facilities	112,728	(8,476)	(50,000)	0	2,987	13,446	70,686
Subtotals		356,876	(25,593)	-50,000	0	11,415	51,389	344,088
Endowment Funds Invested in Vanguard								
		2,963,714	(221,593)	-50,000	0	101,181	455,450	3,248,752
Endowment Funds Separately Invested								
Boston Community Capital	Affordable Housing	100,000				100,000		100,000
Subtotals		100,000	0	0	0	100,000	0	100,000
Endowment Funds Totals								
		3,063,714	(221,593)	-50,000	0	201,181	455,450	3,348,752

REPORT OF THE FINANCIAL RESOURCES COMMISSION

170th Annual Meeting

April 2010

Commission members:

Mike Bailey (co-chair), Brian Koss (co-chair), Doug Clarke, David DuBard, Rich MacNeille, Nick Troisi, Carl Turissini

The Financial Resources Commission's principal goals for 2010 include:

- Increase participation in the annual Stewardship Campaign
- Review the guidelines for managing the invested funds and make changes, if appropriate
- Initiate a planned giving program to further develop the Church's invested funds for future generations

The First Congregational Church has two primary sources of income – the pledge giving of active members and the income generated from invested funds (previous gifts).

2009-10 Stewardship Campaign

Income from 2010 pledge commitments is currently tracking down 5% from 2009's final total (\$448,183 vs. \$472,882). We continue to pursue pledges from individuals/families that have yet to respond, with the goal of closing our approximate \$15,000 gap versus the church's 2010 budget goal totaling \$463,246. Given the state of the economy/job market, we will be pleased to hit this budget number, which is the same as last year's level of budgeted pledge support.

Details behind the totals:

- 166 pledges (60% of approx. 275 member families), down from 172 pledges in 2009
- 8 new for \$5,970, and 12 returning pledges for \$21,945
- Pledge range: \$25 to \$27,000
- 60 individuals/families increased their pledges, adding \$26,370 over last year.
- 22 individuals/families decreased their pledges by \$21,527 over last year.
- Potentially 26 individuals/families have stopped pledging for \$55,422.
- Of repeating pledges, 45% ('09-33%) increased; 40% (42%) remained flat; 15% (25%) decreased.

* Please note that these figures are based on pledge cards received; budgeted and actual results may vary.

The following chart shows pledge to date by 2010/2009 pledged giving level:

Giving Level	Number of Pledges	Percent of Pledges	Percent of \$ Pledged
\$20,000+	3/3	2/2%	15/16%
10,000-19,999	6/6	4/3%	16/16%
8,000-9,999	3/4	2/2%	6/7%
6,000-7,999	7/7	4/4%	11/10%
5,000-5,999	8/6	5/3%	9/6%
4,000-4,999	2/3	1/2%	2/3%
3,000-3,999	14/16	8/9%	10/11%
2,000-2,999	25/31	15/18%	13/15%
1,000-1,999	47/35	28/20%	14/10%

REPORT OF THE FINANCIAL RESOURCES COMMISSION

170th Annual Meeting

April 2010

500-999	31/36	19/20%	4/5%
<500	<u>20/25</u>	<u>12/15%</u>	<u>1/1%</u>
Total	162/174	100%	100%

Continuing a trend from last year, pledge income and units has peaked and is now trying to hold at current levels. Given the severity of the economy, the success of a \$1MM+ capital campaign, and a decreasing pool of contributors, our ability as a congregation to hold our budgeted revenue numbers is truly commendable.

Our greatest concerns continue to be the lack of new active members joining the stewardship campaign, the inability to fulfill pledges made in a difficult economy, and a dropping endowment income in the immediate future. The ongoing financial health of the church and the ability to maintain the current breadth of programs and ministries depends upon active members continuing to provide strong support of annual operating expenses through annual pledges as well as growth in endowment through gifts.

We commit to focusing on adding new members through an all year stewardship drive and increasing our emphasis on planned giving throughout the coming years to add to our endowment.

Invested Funds

	12/31/09	12/31/08	12/31/07
Total value	\$3,716,276	\$3,388,997	\$4,874,549

Note: the totals above include investments in both unrestricted funds available to support the operating budget, and those accounts with various spending restrictions. Does not include balance in Boston Community Capital.

Objective: The investment objective for the invested funds is to grow the real (inflation-adjusted) value of invested funds after accounting for spending in support of annual operating needs.

Strategy and Asset Allocation: To achieve their investment objectives, the investment accounts are managed with a passive indexing strategy and a “style-neutral,” well-diversified approach. The Church has adopted a target asset allocation for typical investment environments as follows: approximately 65% in equities, 30% in fixed income vehicles and 5% cash. By indexing, the invested funds seek to achieve long-term total returns (income plus appreciation) approximately equivalent to a weighted average of the relevant benchmark indexes.

During 2008, two adjustments were made to the asset allocations, each designed to temporarily de-risk the portfolio in light of the deteriorating economic and financial market conditions at that time. On 10/23/08, the equity weighting was reduced to 45%, and on 11/20/08, the equity weighting was further reduced to 35%.

During 2009, led by emerging markets, the valuation of financial assets across global financial markets increased, reflecting extraordinary public policy interventions and the beginning of an economic recovery. U.S. and non-U.S. equity markets staged a dramatic comeback from their March 2009 lows. In 2009, the S&P 500 and the MSCI EAFE (developed non-U.S.) equity index increased in value by 26.5% and 31.8%, respectively. Emerging markets equity valuations increased even more, by 79% during 2009.

REPORT OF THE FINANCIAL RESOURCES COMMISSION

170th Annual Meeting

April 2010

The bond markets also increased in value in 2009; the Barclays Capital Aggregate Bond Index was up 5.9% for the year.

With continued high risk levels during 2009, the asset allocations in invested funds remained somewhat defensive: as of December 2009, the weightings were roughly 45% equity, 48% bonds, and 7% cash. The Commission continues to monitor the financial markets in light of the investment objectives for the invested funds, and may recommend further weighting adjustments during 2010. For example, the Commission is considering a recommendation to rebalance the portfolio towards a less defensive allocation that may increase its allocation to equity- and equity-like assets, given recent improvements in perceived risk levels and the economic environment.

Performance: The following table reports the aggregate invested funds total returns for the three recent calendar years.

	12/31/09	12/31/08	12/31/07
Total return	17.4%	-26.1%	7.4%

The majority of the Church's invested funds reside in index funds, and these investments performed in line with their respective benchmarks.

During 2009, the investment accounts provided \$196,000 to fund operating budget needs, and \$50,000 to support the capital campaign.

REPORT OF THE CAPITAL CAMPAIGN STEERING COMMITTEE

MARCH 2010

The church held its much-anticipated capital campaign in the spring of 2009. The month of May was the focus of many activities which brought the church together in turning our dreams into a financial reality.

The theme of our campaign was ‘Let our light shine’ and was illustrated by our original campaign watercolor of the light shining out of the stained glass windows of our building. This was an apt illustration, since one of the tasks we are seeking to finance is the repair of our beautiful sanctuary windows.

Following a couple of years of planning, and with the aid of our campaign consultant, Renee Liabraaten, the gears were set in motion for the major, public piece of the campaign. Renee helped us to organize about a dozen teams with responsibility for different aspects of the campaign. These were staffed by many enthusiastic volunteers from our congregation. Their jobs ranged from making telephone calls, to producing the campaign brochure, to organizing social events, to planning spiritual enrichment and to putting together an inspiring worship service for ‘Pledge Sunday’, to mention just part of all the work that went into our campaign. It truly was an effort of the whole congregation.

Our goal for this campaign was to raise \$1.4 million. It seemed prudent, in light of the terrible economy, to have this be our target, an amount considerably less than that suggested by our feasibility study. As of this writing we have more than \$1.3 million in commitments, of which more than \$740,000 has actually been received. We are still receiving additional commitments, helping us to inch ever closer to our goal. We are encouraged to see the commitments turning into dollars received and we continue to develop strategies for bringing in the remaining funds in a timely fashion. The commitment and generosity of so many in our congregation have been exciting to witness.

Already we have started to see the money being put to good use in a number of ways. We have a new sanctuary roof, some new exterior paintwork covering significant repairs of rotten woodwork. The sanctuary roof was an unexpected expense, and a significant one, which puts pressure on our ability to achieve all the work planned in this phase of the building program, though the ailing economy has helped us to get projects done at more competitive rates. We have one brand-new handicapped accessible bathroom and two others that have been completely refurbished. We have seen some windows in the sanctuary repaired and restored to brilliance. We expect that this summer will see the fulfillment of most of the rest of our plans for this phase of the work outlined in the campaign. Additional commitments would make this easier to achieve.

We would like to express our thanks to all who have contributed to this campaign, in time, money, prayer, energy and support. It has been uplifting to see our light shining in this way.

Respectfully submitted,
Penny Sparrow and Jon Galli, Co-chairs

2009 REPORT OF THE CAPITAL CAMPAIGN IMPLEMENTATION TEAM

The work on the church facilities in 2009 was dominated by the projects supported by the Capital Campaign. We formed a special group to oversee these projects. It included Tom Kahl (moderator), Paul Rahmeier (capital planning committee), Penny Sparrow (capital campaign steering committee co-chair), David Peretti (treasurer), Bradley Ross (sexton), Marianne Carter (legal), Meg Shin (interior design.) and Skip Waterbury (Pastor). John Fiske acted as chair. The projects were managed by the John Moriarty & Associates construction firm who very generously donated their management fee and kept their administrative costs to a minimum. Similarly, we were provided with minimum cost architectural advice by Menders, Torrey, and Spencer, Inc. through the special offer of David Torrey.

The 2009 Capital Campaign projects included

- Complete replacement of the sanctuary slate roofs, including the small roofs above the narthex and the two porticos. The new slate is from Canada and is a non-fading black. The roof deck was found to be in very good shape and was entirely covered with ice and water shield prior to installing the new slate. This work was done by Crocker Architectural and is expected to last at least 100 years.
- Restoration of the East (front) façade. The primary task here was prepping for the paint and included a substantial amount of carpentry to repair or replace the wood surfaces. Several corbels up at the clock level were completely replaced and the wood around the porticos and the front entrance was completely stripped of the old lead paint. The gutters at the clock tower level were replaced with all new heavy duty copper and flashings and masonry caulk were replaced.
- The interior of the Narthex and Vestry were repaired and painted
- The plastic covers over the stained glass windows on the East façade were removed. The windows themselves were inspected and several, most especially including the two large ones above the entrance, were completely removed, cleaned and repaired at the Serpentino workshop, and reinstalled with great effect.
- The Sexton's office at the Chidley level was converted to a handicapped-accessible and family-friendly restroom. A part of this space was also made into a janitor's closet to better serve the Chidley level.
- The men's and women's restrooms at the Chidley level were gutted and renovated with all new fixtures and tile. The process became more extensive than expected as various plumbing problems were uncovered. As a consequence, all the underlying plumbing in those locations has been renewed as well.

The Capital Campaign project plans for the summer of 2010 are expected to include

- Further exterior work on the various smaller roofs
- Repairing and painting the exterior of the sanctuary and the rest of the church buildings, including Ripley Chapel and the Chidley Parish Hall.
- Cleaning, repairing, and waterproofing the sanctuary stained glass windows.
- Renovating several staff offices and several Sunday School classrooms.
- Enhanced handicapped access to the Henry/Tucker/Palmer rooms.

The exact scope of these projects will depend both on what repair surprises are uncovered as the work progresses as well as what progress we all make to reach the full \$1.4 million goal of the Capital Campaign. In any event, we are very grateful for all of the congregation's continued (and increasing!) support.

Respectfully submitted, John Fiske - Chair

REPORT OF THE FACILITIES COMMISSION 2009

Within the more normal activities of the Facilities Commission, we were fortunate to have relatively low fuel oil prices last year and emerged under budget by over \$8,000. That price advantage has disappeared this year and we are once again looking into converting our furnace to gas or a dual fuel configuration.

We negotiated landscaping and snow removal contracts with new vendors this year in an effort to reduce our overall maintenance costs. Although the work was completed satisfactorily, there were some shortcomings as the contractors became familiar with the particulars of our grounds. It remains to be seen if we are keeping up the quality of past landscaping and snow removal.

We pursued several smaller projects including the purchase of more side chairs for the Palmer Room and repairs to paneling in Chidley Hall, carpets in the sanctuary, and many sanctuary pew cushions. Many thanks to Rogers Foam (David Marotta) for the latter materials donation.

We have begun to include a Maintenance Reserve line item in the budget. This still requires development of a budgeting forecast, but the vehicle is in place and this task will continue to be addressed.

Finally, we again thank our neighbor, Lorna Tseckares, for her contribution of the beautiful garden at the Dix Street entrances, and we are very grateful to our sexton, Bradley Ross, for his continued service which extends far beyond his half-time position.

Commission members: Marianne Carter, Deb DePeter, Tom Dunn, John Fiske (chair), Rick Forzese, and Barry McArdle.

Respectfully submitted, John Fiske - Chair

REPORT OF THE PERSONNEL COMMISSION 2009-2010

1. The Personnel Reviews were conducted in May and June, 2009, with a few, of necessity, postponed until the fall. The review committees comprised:

- A. The FCC Team member
- B. Skip Waterbury, Pastor, or the supervisor of the member (e.g., Jane Ring Frank, rather than Skip, was present for Jeffrey Mead's review.)
- C. A representative from the Personnel Commission
- D. A representative from the commission pertaining to the Team member's ministry (e.g., Kathleen Zagata had a representative from Health Ministries)

Each Team member was given, by the Personnel Commission representative, a list of "Talking Points" that consisted of questions about the previous year and goals for the coming year. This gave the groups a platform for discussions about the team members' jobs. The staff did an excellent job of participating and listening to the feedback of others.

2. In the fall, the Personnel Commission was able to have approved our recommendation that we distribute a raise of \$500 per FTE, with the thought that those with lower salaries would benefit more from the dollar amount than they would from a per cent increase. This amount becomes part of their base salary. At Christmas time, the Personnel Commission, after consultation with the church treasurer, decided that it could give the staff each a \$100 bonus, as the revenue received for the year was higher than had been expected.

At the suggestion of Judy Arnold, the Personnel Commission discussed changing her title from Minister of Youth and Parish Life to that of Associate Pastor. The new title better describes Judy's actual work and better fits the categories in the greater United Church of Christ. The Commission brought their recommendation for the change to the Council on Ministries, which endorsed the change. The job description has been written with that title, with the understanding that this new title in no way changes the way the team ministry functions, and does not prescribe the outcome of the Long-Range Planning Committee regarding staffing.

3. Throughout the year, Personnel Commission has met with the team several times to revise the review process so that it would be more helpful to the staff/team members (Judy Arnold, Kathleen Zagata, Jane Ring Frank). The changes to be incorporated in the review for May/June of 2010 are the following:

A. The staff member, by the March Personnel meeting, provided Personnel with two or three categories from which Personnel will select members of the congregation to participate in the review.

B. The head deacon will select three deacons, one for each of the three staff members' reviews.

C. The staff member, by April 10, will provide Personnel with two or three questions to be discussed at the review. A week before the scheduled review, staff will provide a brief written statement about their ministry in the past year. Copies of both writings will be given to the Pastor, the deacon, the laity, with the expectation that the laity would seek out other persons' feedback on the questions.

D. The previously used review forms will continue to be used, with the addition of a review of progress toward last year's goals, and the addition of the feedback from the questions

REPORT OF THE PERSONNEL COMMISSION 2009-2010

originating from the staff person (see #3).

E. The goal of these changes is to encourage a candid conversation and helpful feedback for the team members.

4. The Commission revised the Church policy towards Family Leave, adding a section on Maternity Leave Policy. Following is the new wording, to be included as a supplement to the existing Staff Handbook:

Family Leave

All Regular Part-Time and Regular Full-Time employees with at least one year of service are eligible for up to two months of family leave without pay and with no loss of seniority or benefits. Staff members eligible for sick leave as stated above may use it during this period for conditions related to pregnancy and childbirth, and family illness. Leave of this type will be granted on a case-by-case basis solely at the discretion of the church.

Maternity Leave Policy

All Regular Part-Time and Regular Full-Time employees with at least one year of service who are pregnant or expecting a child either through adoption, placement of a child through foster care, or a partner's pregnancy may apply for Maternity Leave. This leave will grant two months with pay with no loss of seniority or benefits.

5. Starting in March of 2010, the Personnel Commission will be involved in the following activities for the spring:

Darlene Heikkinen will represent the Commission on the committee to interview candidates and select a replacement for Summer Shaud, who has been fulfilling a part-time (15 - 18 hours/weekly) position of Interim Sunday School coordinator. This position involves a portion of the full-time position which Carol Jones held until her retirement in June, 2009, and is considered interim until the Long-Range Planning Committee completes its work sometime in 2011.

Members of the Commission will plan and execute the annual reviews of the Team Members, as described earlier in this report.

Members completing their term in June of this year are Darlene Heikkinen and Penny Sparrow.

Joining the Personnel Commission is Joyce Mills.

In conclusion, we would like to thank our staff by name:

Skip Waterbury, Judy Arnold, Kathleen Zagata, Jane Ring Frank, Summer Shaud, Jeffrey Mead, Sarah Marino, Bradley Ross, and Gay Williams. We appreciate their enthusiasm, wisdom, and spiritual leadership; we feel that they are our greatest assets here at First Congregational Church.

Respectfully submitted by the Personnel Commission:

Lynne Rahmeier (chair), Darlene Heikkinen, Alex Rohall, Penny Sparrow, Elizabeth Cooper, Ralph (Skip) Marotta

REPORT OF THE LEADERSHIP DEVELOPMENT COMMISSION

Since first involvement of the undersigned in October 2009, the Leadership Development Commission has met at irregular intervals, with the following goals in mind:

- (a) to identify areas of need for service on the commissions of the congregation;
- (b) to stimulate interest among the congregation for church service;
- (c) where possible, to match individual talents with available vacancies..

Approximately 20 positions on various commissions will fall vacant this spring. We have secured four firm commitments for the Membership Commission and two for Outreach. There may be others of which we are not aware. Commissions that have expressed a particularly pressing need for leadership and/or assistance in the near future include Facilities, Adult Education, and Outreach.

The Carnival of Community on March 7, in the production of which we assisted, was deemed highly successful in stimulating general interest in commission activities. Our own commission's strategy of giving small rewards for expressions of willingness to be contacted was not particularly productive, generating only one signature.

Respectfully submitted,
Peter B. Rosenberger, Co-chair

Peter B. Rosenberger & Cindy Wankowicz, Co-Chairs, John Mutterperl commission member.

APPENDICES

Appendix A
FIRST CONGREGATIONAL CHURCH IN WINCHESTER
Minutes of the 169th Annual Meeting
Held March 25, 2009

Copies of the Annual Report, the slate of Commissions and Officers and a list of Deacons were distributed upon arrival.

At 7:30 p.m., Rev. Dr. George Waterbury, Pastor, greeted the members present in Chidley Hall with opening remarks. This was followed by a unison reading of the Covenant of the church. Skip then read the roll of church members and our larger church community who had died in the past year. With an opening note from Marjorie Moore, the hymn "For All the Saints" was sung.

David Mortensen, Moderator, acknowledged the efforts of the ministerial team and office/building staff, the commission chairs and all others in preparing the reports and presentations for this Annual Meeting. He announced that he had examined the warrant and notice for this meeting, and determined that they were in order and duly posted. He declared that a quorum was established.

Minutes of the April 2, 2008 Annual Meeting and the February 8, 2009 Congregational Budget Meeting, which were the two congregational meetings held since the last Annual Meeting, were approved.

It was moved and seconded that the minutes be approved and accepted and placed on file.

The following business was conducted:

Article I – To receive and accept the reports of the Ministerial Team, the Diaconate, the Treasurer, the Auditors, the Chairs of the various Commissions and any other reports written which the Church may vote to receive.

It was moved and seconded that the reports contained in the Annual Report be accepted and placed on file.

Article II – To hear and act upon reports of special gifts and bequests, if any, to the Church since the last Annual Meeting.

Peter Van Aken noted that there were no special gifts and bequests to report.
Peter commented that this was not good news for the church.

Article III – To hear the Treasurer's recommendations concerning long-range financial planning.

The floor was given to the Treasurer, Peter Van Aken, to make his presentation to those assembled.

Peter covered trends in annual giving, showing worrisome trends, and described the difficult economic environment for investments and the endowment. He also noted that the church does not have a Deferred Giving program, and needs one. He noted that we have serious issues in our financial trends, that won't go away without being addressed. He indicated that a Special Commission/Study needs to be convened to develop a long term financial plan.

Appendix A
FIRST CONGREGATIONAL CHURCH IN WINCHESTER
Minutes of the 169th Annual Meeting
Held March 25, 2009

Peter noted that we have convened special commissions in the past to address serious long term financial issues, such as the Montgomery Commission that was convened when our endowment was close to 50% of our income, and that this new commission was in keeping with our past practices for dealing with financial crises. Peter asked for people to speak to himself, Skip, or David Mortensen with suggestions on who should serve on this commission.

Article IV – To hear status reports from the several commissions and committees.

There followed a series of individual oral reports from the chairs or spokesperson of each of the various Church Commissions listed below describing their activities during the prior year.

- Capital Campaign Committee, Jon Galli
 - Participation going well, Already reached 15-20% of our \$1.4 Million goal. Wonderful reflections on what this church means to each of us.
- Financial Resources Commission, Brian Koss, Chair
 - Reinforced Treasurer's concerns about worrisome financial trends and membership trends.
- Facilities Commission, John Fiske, Chair
 - Continuity and Institutional Memory needed, hard to achieve.
 - Spontaneous applause for Bradley Ross, Sexton, for all that he does to keep everything in working order around the building.
- Moderator, David Mortensen
 - David Mortensen informed the meeting that a personal injury claim was filed, and settled by our insurance company, at the capped \$20,000 amount for charitable organizations.
- Personnel Commission, Lynne Rahmeier, Chair
 - Employee handbook revised and available for review, major accomplishment that has been in the works for many years.
- Christian Education Commission:
 - Youth and Children Committee, Carol Jones, Minister of Christian Education
 - Intergenerational Services, Building Community
- Health Ministries Commission, Karen Martin and Pam Budner, Co-Chairs
 - Touchstones, Caring Network, Healing Workshop, Seniors Tea
- Outreach Commission, John Crabtree
 - Focused on themes of Homeless and Women and Children, Lent our space to City Mission, Openings on the Commission.
- Membership Life and Development Commission, Suzanne Kahl, Chair
 - Small but intrepid group on the commission, Focused on festive/party events, Tried to fill any gaps left by Parish Visitors, Tried new Greeters/Welcomers initiative, Moved to New Members ceremony only once a year.

Article V – To elect officers and members of established commissions and committees of the Church to conduct the affairs of the church until the next Annual Meeting and to elect delegates to other bodies as appropriate.

Appendix A
FIRST CONGREGATIONAL CHURCH IN WINCHESTER
Minutes of the 169th Annual Meeting
Held March 25, 2009

Susan Leathers and Jan Koss, Co-Chairs, Leadership Development Commission

The meeting received a proposed slate of nominees as approved by the Leadership Development Commission, as set forth in the written materials distributed to the meeting.

The 2009-2012 class of Deacons - Anne Hoenicke, Walter Ogier, and Karen Roberts - was included in the list distributed. In response to a question from the floor, it was noted that the term for the new deacons should be corrected to 2009-2012, not the 2009-2011 listed in the written material. It was confirmed there had not been a change in the term for new deacons – each new class of deacons will continue to serve for a three year term as has been the tradition for many years now. The list also indicated that Stephen Haggett would be serving as the head Deacon until the next Annual Meeting.

After corrections and clarifications the Moderator invited additional nominations from the floor of the meeting. There being none, it was moved, seconded and voted

that the nominations be closed and the Clerk be instructed to cast one vote for the slate of officers and commission members and delegates, if any, contained in the slate presented to the meeting. The Clerk's Oath of Office was administered by the Moderator, David Mortensen, to the Clerk, Anne Hoenicke.

Article VI – To transact such other business as may properly come before the meeting.

There being no further business to conduct, it was moved and voted that the 169th Meeting of the Church be concluded.

The meeting was formally adjourned with a reflective moment, followed by the singing of the hymn, "God of Grace and God of Glory" and the benediction by Rev. Skip Waterbury.



Respectfully recorded:

Anne L. Hoenicke
Clerk

Appendix B
FIRST CONGREGATIONAL CHURCH IN WINCHESTER
Congregational Budget Meeting
Held Feb 14, 2010

Pursuant to a warrant properly and timely posted and other notifications to its members, the Congregation met in the Sanctuary following the morning worship service on Sunday February 14, 2010 at about 11:10 am.

In the absence of the Moderator, Tom Kahl, David Mortensen served as Moderator Pro Tem. He convened the meeting, declared it properly called and noticed, and declared the presence of a quorum. The following business ensued:

ARTICLE I: To hear and act upon the budget report and recommendation of the Council on Ministries that the budget be adopted by the congregation and to appropriate the designated sums of money to be expended by the Church's Treasurer for the purposes set forth in that budget.

The Treasurer, David Peretti, described the budgeting process, including its preparation, its consideration and adoption by the Council on Ministries, and its airing at a special Budget Hearing convened for that purpose on Sunday February 7th, at 8:30 a.m. David stated that he has the honor and privilege of presenting this budget to those assembled and that it represents the result of many people working together as a group with great effort, expertise, knowledge, faith and hope. He expressed his gratitude to the office staff and representatives from the Financial Resources, Facilities, Outreach and Facilities Commissions. David, having newly taken on the role of Treasurer this year, learned a great deal through the process and received help, support, patience and guidance throughout the budget development process.

David Peretti then handed out copies of the 3-page, color-coded detailed proposed budget and highlighted a few key areas. 2009 was used as the jumping off point for developing the 2010 budget. \$463K is a reasonable planning number for pledge income for the budget, representing no change from last year. The Endowment income is a significant drop from last year, using the rolling 3-year average for payments from the Endowment to the operating budget. The Personnel line item reflects a \$500 modest thank you to all of our paid personnel. It also reflects a change in our staffing mix. Facilities reflects the expectation that fuel oil costs will go back up this coming year so it is higher than the 2009 budget, since fuel costs were temporarily low. Outreach is 13.2% of adjusted income, the same percentage as last year.

Questions from the floor were elicited.

Jena Roy spoke to the outreach line item and acknowledged the many good causes we support through our outreach dollars, and our hands-on mission activities and trips, and our in-kind gifts through the Giving Tree and Little Red Wagon and many other donations throughout the year. She also expressed some disappointment that our outreach % is flat this year at 13.2% and expressed hope for the future that we could continue to increase our outreach percentage giving, consistent with the vote that was taken several years back to increase from 10% to 15% to 20% as best we can. She recognized that we had a very difficult economic downturn in the economy this past year but hoped we wouldn't lose sight of our goal of increasing our outreach % giving as we move forward. David noted that Outreach has an \$11,000 reserve resulting from not fully spending the allocation.

Appendix B
FIRST CONGREGATIONAL CHURCH IN WINCHESTER
Congregational Budget Meeting
Held Feb 14, 2010

Marjorie Moore asked where the budget for the library was contained – it usually being a component of the one of the Christian Education line items – Adult, Church School or Youth. David was unsure of the answer to this but committed to getting back to Marjorie with that information.

Walter Ogier noted that it was good to see a Capital Reserve line item in the budget . There are major and minor repairs/capital expenses in a facility as old and large as ours as well as maintenance needs and while he is pleased that there is a line time to address this area, the amount of \$2,000 is only a beginning.

No further questions and comments from the floor were forthcoming.

Upon the motion of the Council on Ministries, duly seconded, it was

VOTED that the Church adopt the recommendation of the Council on Ministries and adopt the Church's Annual Budget for calendar year 2010 (a copy of which is appended to the minutes of the meeting), and appropriate the sum of \$709, 541 to be expended under the supervision of the Treasurer in accordance with that budget.

There being no further business to come before the meeting, the Congregation voted that the meeting be dissolved.



Respectfully recorded:

Anne L. Hoenicke
Clerk

Appendix B
FIRST CONGREGATIONAL CHURCH IN WINCHESTER
Congregational Budget Meeting
Held Feb 14, 2010

3/29/2010 10:20 AM

2-11 2010 Proposed Budget

	A	B	C	D	AR	AS	AX	AY	AZ	BA	BB	BE	BF	BG	BI
1															
2															
3	1998 - 2010 Budget Worksheet			OutR	2008		2009	2009		2010		\$ change from		% TI	5-year
4				Base	Annual Rpt.		Budget	Actual		Budget		09 budget	09 actual		average
5			Surplus (Deficit)		5,487		119	7,694		627		508	(7,067)		8,491
6	Income				01/06/09		02/08/09	01/25/10		01/24/10					
7					98.2%										
8	1050	Pledge Receipts	OR		\$ 473,796		\$ 463,246	\$ 444,510		\$ 463,246		0	18,736	65%	449,787
9	1100	General Endowment Trans	OR		128,000		123,000	123,000		98,000		(25,000)	(25,000)	14%	113,200
10	1200	Jenks Endowment Transfer			78,000		73,000	73,000		59,000		(14,000)	(14,000)	8%	68,460
11	n/a	Jenks funding of Health Ministry					0	0		0		0	0	0%	0
12	1250	Rental Income	OR		28,272		28,848	28,331		28,000		(1,848)	(331)	4%	28,848
13	1300	Back Pledges			4,605		7,500	6,800		19,500		12,000	12,700	3%	9,518
14	1350	Cash Collections	OR		9,616		9,311	10,614		9,311		(0)	(1,303)	1%	9,311
15	1400	Unrestricted Gifts	OR		5,090		5,000	1,000		5,000		0	4,000	1%	15,220
16	1401	Non-Pledged Gifts	OR		22,620		21,717	24,453		25,484		3,766	1,031	4%	9,415
17	1500	Interest / Miscellaneous			317		200	2,491		2,000		1,800	(491)	0%	571
18	1705	Transfer from Emergency Reserve Fund					0	0		0		0	0	0%	739
19	B1>Z9	Transfer from Other Reserve Funds												0%	
20							-4.0%	-4.8%		-3.2%					
21		Income totals			750,317		732,823	714,199		709,541		(23,282)	(4,658)	100%	706,068
22					new		\$ 463,246	\$ 444,510		\$ 463,246		budget			
23					orig pledge		\$ 448,752	\$ 470,332		\$ 446,683		current pledges			
24					increase		14,494	(25,822)		16,563		short			
25															
26	MEMO	Total endowment transfers			206,000		196,000	196,000		157,000		(39,000)	(39,000)		181,660
27		percentage of Total Income			27.5%		26.7%	27.4%		22.1%					
28															
29		Pledge Receipts			473,796		463,246	444,510		463,246		0	18,736		449,787
30		increase			473,796		(19,254)	(29,286)		-					93,347
31					100.0%		-4.2%	-6.6%		0.0%					
32							b/b	a/a		b/b					
33					96.0%		98.5%	94.5%		94.9%					
34					of 08 Pledges		of 09 Goal	of 09 Goal		of '10 Goal					
35					\$ 493,600		470,332	470,332		488,000					
36															

Appendix B
FIRST CONGREGATIONAL CHURCH IN WINCHESTER
Congregational Budget Meeting
Held Feb 14, 2010

3/29/2010 10:20 AM

2-11 2010 Proposed Budget

	A	B	C	D	AR	AS	AX	AY	AZ	BA	BB	BE	BF	BS	BI
37															
38	Expenditures														
39	Personnel & Facilities Commission														
40															
41			Personnel												
42					171,814		176,690	176,287		176,924		234	638	25%	168,339
43	3100		Clergy		104,247		109,124	108,720		109,358		234	638	15%	102,613
44	3110		Housing Allowance		67,567		67,567	67,567		67,567		0	0	10%	65,726
45	3120		Clergy pension & insurance		53,685		56,983	56,882		58,840		1,856	1,957	8%	52,726
46	3200		Office Staff		38,765		41,570	39,937		45,678		4,107	5,740	6%	35,738
47	3220		Office Staff pension & insurance		3,160		2,529	3,004		5,393		2,864	2,388	1%	7,049
48	3300		Sexton regular hours		28,955		27,636	25,893		27,740		104	1,847	4%	26,310
49	3320		Sexton pension & insurance				0	0		0		0	0	0%	0
50	3400		Lay staff		104,351		110,566	101,452		84,379		(26,187)	(17,073)	12%	96,106
51	3420		Lay staff pension & insurance		15,995		16,830	12,263		4,274		(12,556)	(7,989)	1%	14,275
52	3500		Independent contractors		13,933		13,257	12,810		15,300		2,043	2,491	2%	13,059
53	3600		Travel		689		800	64		800		0	736	0%	701
54	3610		Professional expenses		3,232		2,800	3,319		3,000		200	(319)	0%	3,160
55	3620		Sabbatical		3,000		2,000	2,000		2,000		0	0	0%	2,200
56	3630		Church FICA		25,824		26,871	25,833		25,204		(1,667)	(630)	4%	24,815
57	3640		Personnel contingency (& Bonus)		8,900		1,384	5,787		1,400		16	(4,387)	0%	3,562
58			Personnel totals		472,303		479,916	465,532		450,931		(28,985)	(14,601)	64%	448,039
59															
60			Facilities												
61	4000		Copier rent & maintenance		1,809		3,013	2,479		2,750		(263)	271	0%	1,936
62	4010		Postage		2,863		3,000	2,648		2,700		(300)	52	0%	3,115
63	4100		Office Expense		15,451		13,000	11,894		12,000		(1,000)	306	2%	12,602
64	4120		Telephone		4,332		4,100	3,545		3,900		(200)	355	1%	4,038
65	4125		Electricity		10,498		11,000	11,461		11,700		700	239	2%	10,197
66	4130		Water & gas		3,077		3,500	3,422		3,500		0	78	0%	3,612
67	4140		Interior Maintenance		14,882		11,000	15,917		15,000		4,000	(917)	2%	17,195
68	4141		Exterior Maintenance		13,903		10,000	6,019		7,500		(2,500)	1,481	1%	4,315
69	414_		Capital Reserve							2,000		2,000	2,000	0%	0
70	4145		Rubbish removal		2,503		2,600	2,468		2,858		258	391	0%	2,535
71	4150		Sexton supplies		2,603		2,600	2,414		2,500		(100)	86	0%	2,600
72	4155		Snow removal		3,497		4,650	4,142		4,200		(450)	58	1%	4,070
73	4160		Insurance		28,366		31,403	32,949		35,020		3,617	2,071	5%	28,398
74	4170		Pianos & organ maintenance		703		1,000	762		1,000		0	238	0%	675
75	4200		Fuel		29,619		31,500	24,030		32,500		1,000	8,470	5%	26,674
76			Facilities total		134,105		132,366	123,950		139,128		6,762	15,178	20%	121,962
77			Personnel & Facilities Total		606,408		612,282	589,481		590,059		(22,223)	578	83%	570,001

Appendix B
FIRST CONGREGATIONAL CHURCH IN WINCHESTER
Congregational Budget Meeting
Held Feb 14, 2010

3/29/2010 10:30 AM

2-11 2010 Proposed Budget

	A	B	C	D	AR	AS	AX	AY	AZ	BA	BB	BE	BF	BG	BI
78															
79	Outreach Commission		%		15.1%		13.2%	13.6%		13.2%		0	1	0%	
80			"income"		667,394		652,123	631,908		629,041		(23,082)	(2,867)	89%	626,781
81	5100		General appropriation		101,000		85,822	85,800		83,033		(2,788)	(2,767)	12%	92,233
82	5200		Transfer to Jenks Outreach Rese		-		-	-		-					
83	5300		Outreach/Social Action				-	-		-					
84															
85			Outreach Commission Totals		101,000		85,822	85,800		83,033		(2,788)	(2,767)	12%	92,233
86															
87	Deacons														
88	5500		Music		2,633		2,240	2,043		3,740		1,500	1,697	1%	2,312
89	5600		Congregational Life & Worship		2,844		1,980	1,896		1,980		0	84	0%	1,984
90	5650		was Retreats - now in 5600											0%	0
91															
92			Deacons totals		5,477		4,220	3,939		5,720		1,500	1,781	1%	4,297
93															
94	Other Commissions														
95															
96	5700		Membership Life & Development		2,672		2,400	2,196		2,400		0	204	0%	2,261
97	5750		Health Ministries		2,361		2,120	2,096		2,120		0	24	0%	2,553
98															
99			Other Ministries total		5,033		4,520	4,291		4,520		0	229	1%	4,815
100															
101	Education Commission														
102	5800		Church School		6,797		6,760	4,256		6,760		0	2,504	1%	7,050
103			Adult Education (New 2005)		1,443		1,000	409		900		(100)	491	0%	1,020
104	5850		Youth Programs		8,071		7,500	7,500		7,500		0	0	1%	7,394
105			Education Commission totals		16,312		15,260	12,164		15,160		(100)	2,996	2%	15,465
106															
107	MAUCC Per Capita														
108	5900		MAUCC Dues		10,601		10,601	10,830		10,422		(179)	(408)	1%	10,028
109															
110			MAUCC Dues totals		10,601		10,601	10,830		10,422		(179)	(408)	1%	10,028
111															
112			Expense totals		744,830		732,704	706,505		708,915		(23,790)	2,409	100%	696,838
113			Percent increase over prior year		7.1%		-1.6%	-5.1%		0.3%					
114					a/a		b/a	b/a		b/a		a/b	a/a		
115			Income over (under) expenses		5,486.9		119	7,694		627		508	(7,067)	0%	8,491
116					2008		2009	2009		2009		\$ change from			
117					Actual		Budget	Actual		Budget		09 budget	09 actual		

Appendix C: 2009-2010 Leadership Team

SPECIAL COMMITTEES AND TASK FORCES

WORSHIP COMMITTEE 2009-2010

Laurie Roby - Chair
 Judy Arnold
 Laura Bailey
 Jane Ring Frank
 Sarah Gallop
 Mike Regentz
 Liz Sayre
 Penny Sparrow
 Skip Waterbury
 Julianne Zimmerman

CAPITAL CAMPAIGN STEERING COMMITTEE - 2009-2010

Jon Galli Co-Chair
Penny Sparrow Co-Chair
 Tom Kahl Ex-Officio
 Rev. Renee LiaBraaten
 Rich MacNeille
 David Peretti Ex-Officio
 Paul Rahmier
 Skip Waterbury

CAPITAL CAMPAIGN IMPLEMENTATION: CCIT (Fiske Committee)

John Fiske - Chair
 Marianne Carter
 Tom Kahl Ex-Officio
 David Peretti Ex-Officio
 Paul Rahmeier
 Brad Ross
 Meg Shin
 Penny Sparrow
 Skip Waterbury

CLASSROOM/OFFICE RENOVATIONS WORKING GROUP

(Subcommittee of the CCIT)

Anne Hoenicke - Team Lead
 Judy Arnold
 Debra Damren
 Tom Kahl
 Jena Roy
 Kathleen Zagata (when available)
 One Time Session: - Christian Ed Comm Children/Youth Reps
 Gretchen Clarke
 Jody-Collins Skinner
 Natalie Roche

FLOWER COMMITTEE (Subcommittee of Health Ministry Commission)

Sybil Richardson - Chair
 Laura Bryan
 Isabel Hart
 Kris Montgomery
 Connie Rosenberger
 Karen Martin (Sub.)

LONG RANGE PLANNING COMMITTEE - Fall/Winter 2009-2010

(Develop Charge, Populate Steering Committee)

Tom Kahl - Co-Chair
Skip Waterbury - Co-Chair
 Anne Hoenicke
 Brian Koss
 Paul Puzzanghera
 Lynne Rahmeier
 David Weir

FALL & WINTER TERM 2009-2010

CHRISTIAN EDUCATION TEACHERS

Nursery Supervisor
 Christina Peretti
 Church School Teachers Fall & Winter Terms
 Laura Bailey
 Mike Bailey
 Gretchen Clarke
 Jody Collins-Skinner
 Lily Glacken
 Susan McLaughlin
 Tony McPherson
 Rebecca Parkhill
 Trent Parkhill
 Jennifer Regentz
 Natalie Roche
 Michael Tucci
 Thomie Tucci
 CS Helpers Winter Term
 Kate Carpin
 Doug Clarke
 Deirdre Giblin
 Bruce Lauterwasser
 Pam McPherson
 Megan Scipione
 Meg Shin
 Christine Tresselt
 Taylor Tresselt
 Youth - R13 Teachers
 Penny Sparrow
 Jena Roy
 John Crabtree
 Jason Parkhill
 Youth - J2A Teachers
 Janet Hall
 Bruce Lauterwasser
 Laurie Roby
 David Weir

Appendix C: 2009-2010 Leadership Team

COMMISSIONS, MINISTERS, DEACONS, OFFICERS, OFFICE OPERATIONS

CHURCH LEADERSHIP	Term or Role	CHURCH LEADERSHIP	Term or Role
DEACONS		OUTREACH COMMISSION	
Joe Carter	2007-10	<i>Robin Delurey-Chair</i>	2008-10
Steve Haggett-Head Deacon	2007-10	John Crabtree	2008-10
Janice Wilson	2007-10	Leigh Kelliher	2009-11
Debra Damren	2008-11	Diane Lord	2008-10
Meg Shin	2008-11	Bill McCarter	2009-11
Chris Noble	2008-11	Kate Puzzanghera	2009-11
Anne Hoenicke	2009-12	Louise Ritenhouse	2009-11
Walter Ogier	2009-12		
Karen Roberts	2009-12		
CHRISTIAN EDUCATION COMMISSION - Adult		PERSONNEL COMMISSION	
<i>Paul Rahmeier-Chair</i>	2007-9	<i>Lynne Rahmeier-chair</i>	2008-10
Mike Regentz	2008-11	Elizabeth Cooper	2009-11
Karen Roberts	2008-10	Darlene Heikkinen	2008-10
Vicky Waterbury		Skip Marotta	2009-11
CHRISTIAN EDUCATION COMMISSION - Children/Youth		Alex Rohall	2007-9
<i>Gretchen Clarke-Chair</i>	2008-10	Penny Sparrow	2008-10
Jody Collins-Skinner	2009-11		
Terry Marotta	2008-10	MINISTRY TEAM	
Martha Tucker	2009-11	Skip Waterbury	Pastor
Natalie Roche	2009-11	Judy Arnold	Associate Pastor - Youth & Parish Life
David Weir	2008-10	Kathleen Zagata	Minister Cong'l Health and Wellness
		Jane Ring Frank	Minister of Music
		Summer Shaud	Church School Supervisor
		Ken Orth	Affiliate
FACILITIES COMMISSION		OPERATIONS STAFF	
Marianne Carter	2007-11	Bradley Ross	Sexton
Deb DePeter	2009-11	Gay Williams	Bookkeeper
Tom Dunn	2008-10	Sarah Marino	Office Manager
<i>John Fiske-Chair</i>	2008-10		
Rick Forzese	2009-11		
Barry McArdle	2008-10		
FINANCIAL RESOURCES COMMISSION		Donotes Council on Ministries	
<i>Michael Bailey-Co Chair</i>	2007-11		
<i>Brian Koss-Co Chair</i>	2007-11		
Douglas Clarke	2008-10		
David DuBard	2006-11		
Rich MacNeille	2008-10		
Nick Troisi	2007-11		
Carl Turissini	2006-10		
Dorothy Zahir	2009-11		
HEALTH MINISTRY COMMISSION			
<i>Pam Budner-Co Chair</i>	2008-10		
<i>Karen Martin- Co Chair</i>	2008-10		
Cathy Crabtree	2006-10		
Kris Montgomery	2008-10		
Paul Puzzanghera	2009-10		
<i>Sybil Richardson - chair Flower Committee</i>	2009-10		
Bob Shirley	2007-9		
Branda Wilhoite	2007-10		
LEADERSHIP DEVELOPMENT COMMISSION			
<i>Peter Rosenberger Co-Chair</i>	2009-11		
<i>Cindy Wankowicz Co-Chair</i>	2009-11		
John Mutterperl	2009-11		
LIBRARY			
Marjorie Moore	Librarian		
MEMBERSHIP LIFE AND DEVELOPMENT			
<i>Jan Koss-Co Chair</i>	2009-11		
<i>Susan Leathers-Co Chair</i>	2009-11		
Lisa Der	2007-9		
Fred Greene	2007-11		
Barbara Rinn	2007-9		
Peter Rosenberger	2009-11		
Alice Senko	2009-11		
Vicki Waterbury	2007-11		
OFFICERS			
Anne Hoenicke	Clerk		
Tom Kahl	Moderator		
David Peretti	Treasurer		
Marjorie Moore	Librarian		
Mike Redding	Newsletter		
Keith Russell	Asst. Treasurer		
Bob Stone	Historian		

Appendix D: Slate of Officers and Commissions for 2010-2011 Program Year Leadership Team

TO: Anne Hoenicke, Clerk

FROM: Cindy Wankowicz
Peter Rosenberger

SUBJECT: Commissions, 2010

The following is a slate of candidates for church commissions 2010:

CHRISTIAN EDUCATION – Adult

Paul Rahmeier – Chair	2007-11
Mike Regentz	2008-11
Karen Roberts	2008-11

CHRISTIAN EDUCATION – Child

Gretchen Clarke – Chair	2008-12
Jody Collins-Skinner	2009-11
Martha Tucker	2009-11
Natalie Roche	2009-11

FACILITIES

John Fiske – Chair	2008-11
Marriane Carter	2007-11
Deb DePeter	2009-11
Rick Forzese	2009-11
Barry McArdle	2008-11
Becky Tellefsen	2009-11

FINANCIAL RESOURCES

Mike Bailey – Co-Chair	2007-11
Brian Koss – Co-Chair	2007-11
Douglas Clarke	2008-11
David DuBard	2006-11
Nick Troisi	2007-11
Dorothy Zahir	2009-11

HEALTH MINISTRY

Pam Budner - Co-Chair	2008-12
Kris Montgomery – Co-Chair	2010-12
Paul Puzzanghera	2009-11
Bob Shirley	2007-11
Branda Wilhoite	2007-11

LEADERSHIP

Cindy Wankowicz – Co-Chair	2010-12
Peter Rosenberger – Co-Chair	2010-12
John Mutterperl	2009-11

LIBRARY

Marjorie Moore

MEMBERSHIP

Jan Koss – Chair	2009-11
Susan Leathers – Co-chair	2009-11
Deirdre Giblin	2010-12
Peter Rosenberger	2009-11
Alice Senko	2009-11
Becky Tellefsen	2010-12
Joan Theuer	2010-12
Vicki Waterbury	

OUTREACH

David Mortensen – Co-chair	2010-12
Mike Regentz – Co-chair	2010-12
Robin Delurey	2008-11
Leigh Kelliher	2009-11
Bill McCarter	2009-11
Kate Puzzanghera	2009-11
Louise Ritenhouse	2009-11

PERSONNEL

Lynne Rahmeier – Chair	2008-11
Elizabeth Cooper	2009-11
Skip Marotta	2009-11
Penny Sparrow	2008-11