

Annual Report 2018

*And suddenly you know: It's time to start something new
and trust the magic of beginnings.*

Meister Eckhart



**BARRE CONGREGATIONAL CHURCH
UNITED CHURCH OF CHRIST**

Mission Statement

It is our understanding that the purpose of the church is:

- *To proclaim, teach and follow the gospel of Jesus Christ;*
- *To be an agent of reconciliation among people, breaking down barriers that separate and alienate, bringing healing where there is hurt, forgiveness where there is anger and working to make all persons friends of God through Christ;*
- *To be an instrument of the love of Christ in the world, working for justice and righteousness for all persons;*
- *To strengthen one another in faith, to build one another up in love, making the most of our individual talents.*

Therefore, the Barre Congregational Church makes it our aim to do the following:

- *To provide the occasion for regular and special services of worship in which participants can express praise and thanksgiving to God; in which participants are intellectually, emotionally and spiritually challenged; and in which all persons might be offered both the promises of God and the demands of discipleship;*
- *To provide an educational ministry to children, youth and adults so that each person might continually grow in understanding of what it means to be a Christian;*
- *To provide motivation, training and experiences which shall enable each of us to measure our own commitment, to identify our own personal ministry in the world and equip us to pursue that ministry with the highest devotion and to the limits of our abilities.*
- *To be involved in evangelism, outreach and mission in both the local and global community with the intent of helping to establish a more caring world. To be aware of the needs of our members and the community and to serve those needs using the talents and resources of our church.*

**UNITED CHURCH
OF CHRIST**



2018 BARRE CONGREGATIONAL CHURCH ANNUAL REPORT

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BARRE CONGREGATIONAL CHURCH ANNUAL MEETING - January 24, 2017

The Annual Meeting of the Barre Congregational Church was called to order by Moderator Nancy Pope. Rev. David offered a prayer of invocation. A quorum of members (50) was verified to be in attendance by the Clerk of the Church.

A moment of recognition was given for Nancy Pope, for her years of service, support and guidance to the church as the Moderator of the Church Council.

The minutes of the 2017 meeting held on January 29, 2017 were accepted on a motion by David Cary, seconded by Tony Campos, and passed by voice vote of the membership in attendance.

Rev. David recognized and thanked the current and past staff members present for their efforts on behalf of his years of service and throughout this church year. In addition to staff members Nancy Fowler, Eric Tuper-Giles, Hollie Friot, Kathy Adams, Mary Ann Johnson and Neil Upham, Rev. David also recognized Christine Litchfield and Susan McKnight for their friendship and contributions to the Barre Congregational Church. Reverend David also took this opportunity to thank the "office angels" who volunteer to assist in the office and sanctuary and were especially helpful in developing the new church directory.

Reports from various committees included in the Annual Report were asked to be reviewed by Moderator Nancy Pope as a means of learning what the church Ministries do for our church. The expectation of the current church Ministries is that members and friends of the church are welcomed to serve on Ministries based upon their passion for the mission of the Ministry rather than being called to serve. The Deacons remain the sole Ministry in the new configuration that has membership appointed by the pastor and Council.

A motion was made to approve the selection of church officers for 2018 by Tony Campos and seconded by Peter Anthony. Ernest Wheeler will accept the two-year term as Church Moderator; Jim Donovan as Vice-Moderator; and Hollie Friot as Clerk of the Church. Jim West will continue in his current role as Treasurer. The motion passed by voice vote of the membership in attendance.

Jim West presented the Finance Ministry's summary report on the 2017 budget and the proposed 2018 budget for the church. He reported that the church's budget for the year ended with a deficit of \$3,578. The church received \$9,032 less in pledged dollars than expected. The year ending balance in the operating checkbook was at \$13,048.

Based upon recent income and expenditure figures and pledges made thus far for the year to come, the total proposed budget for 2018 is recommended to be \$201,174.38. This represents a deficit of \$5,133 in expenses compared to projected income for 2018. This budget includes a 2.0% raise for paid church staff.

A motion made by Peter James to accept the proposed budget, seconded by Katherine James, was passed by voice vote of the membership in attendance.

Other Business of the Church: Rev. David took the opportunity to thank all those who volunteered for church activities throughout the year. He warned that "life is a balance, and one needs to be careful not to burn people out." He praised people with fierce commitment to the church. He also thanked Nancy Pope for her years of service to the Council.

Motion to Adjourn: The meeting was adjourned by voice vote of the membership in attendance.

Administration Ministry

The Administration Ministry serves as a support group to the Church Council and other Ministries by overseeing Church records (both current and historical), communicating with our local Church community and the broader UCC community, and by providing administrative support to the Pastor and Church staff.

Diaconate Ministry

The Diaconate Ministry works collaboratively with the Pastor to assist in all aspects of pastoral care. The Diaconate Ministry oversees the formation of a Pastoral Relations Team dedicated to the Pastor's self-care and personal well-being.

Faith Formation Ministry

The Faith Formation Ministry focuses on developing, supporting and implementing a well-rounded education program for persons of all ages in the congregation. Additionally, opportunities will be sought to involve and invite the broader community into this learning process.

Finance Ministry

The Finance Ministry is responsible for managing the financial aspects of the Church and providing financial reports, counsel, and advice to the Church Council. The Finance Ministry works in collaboration with the Bookkeeper/Collector to provide oversight and management of the collection and deposit of all offerings and gifts to the Church.

Mission and Outreach Ministry

The Mission and Outreach Ministry works with the congregation, Church Council, Pastor and Faith Formation Leader to provide outreach opportunities to our Church family and the greater community.

Worship and Music Ministry

The Worship and Music Ministry works collaboratively with the Pastor, Music Director and Christian Education Director to enrich the spiritual life of the congregation and enhance worship through the use of the spoken word, music and the arts. This may include creative enhancements to the worship space.

2018 Church Council

Ernie Wheeler, *Moderator*
Jim Donovan, *Vice-Moderator*
Hollie Friot, *Clerk of the Church*
Jim West, *Treasurer*
Don Singer, *Diaconate Ministry*
Larry Beebe, *Faith Formation Ministry*
Darlene Clark, *Mission & Outreach Ministry*
Jeffrey Tuper-Giles, *Worship & Music Ministry*
Rev. David Vanderlinde-Abernathy, *Pastor*
Rev. Bert Marshall, *Interim Pastor*

2018 Ministries

Greetings all! Grace and peace to each of you in this Season of Epiphany.

First, I want to say 'thank you' to everyone who has welcomed me since I began as your interim pastor last May 2018. I'm grateful for your hospitality, for your many kindnesses, for your acceptance, for your respect. I appreciate very much your affirmations of my particular gifts for ministry. I understand the struggle inherent in saying good-bye to a long-term pastor and beginning the wilderness journey toward a new era. It isn't easy, nor should it be. I'm honored to be with you during this journey. As one of my interim colleagues said recently of our work, "I'm not your future, but I can help you get there." That's how I feel, and that's what I'm trying to accomplish during my time with you.

It is widely recognized now in congregational studies that the interim time can be a rich and formative time in the life of a church. Some have even suggested that churches should do some kind of transitional work, similar to interim work, every five to seven years – regardless of whether they are in a pastoral search process or not. Churches, like other organizations, have a tendency to get stuck in their ways, to get too comfortable in their comfort zone, and then wonder why doing the same things they've been doing for years does not produce new results. In our current cultural context, I believe it's essential for congregations to regularly evaluate themselves, challenge themselves, learn new things, and try new initiatives. Standing pat is an almost guaranteed formula for stagnation and decline.

I see a lot of potential here. You have a lot of good ministry in place. You have above-average participation, for your church size, in worship and in leadership. You have a great downtown location and a history of reaching out in your community. You have a good name in town; people say good things to me about this church. You have a commitment to full-time professional ministry. You have a talented and dedicated staff. Many of you have expressed enthusiasm about the prospect of moving into a new era of congregational life and ministry. All good!

As we move into this new year together, here are a few things I would like to see. I would like to see you rise up boldly and claim ONA as part of your identity and public witness. This is so important – not only for you and your life of faith, but for the people in your community who need your acceptance and advocacy. To be in solidarity with all God's people does not make you a one-issue church; it makes you a champion of the Gospel, along with 1,500 other congregations nationally in the United Church of Christ. It's something to celebrate. And as your interim pastor, and an ordained minister in the UCC, I fully support it.

I would like to see a renewed commitment to stewardship, in the total sense of the word; i.e. the cultivation of a spirit of faithful generosity among us in response to God's gifts to us. Sharing a percentage of our material income/resources with God's work in the world is an ancient idea, and is ultimately more about the giver and one's practice of faith, than about the object of the gift. When fully embraced by a congregation, this approach works wonders in terms of funding the ministries of the church, as well as nurturing the spiritual growth of parishioners. Additionally, I feel some work needs to be done to help you live into your new governance structure. Perhaps some minor adjustments can be made to make the system work a little better. And finally, for now, I would like to encourage you to carve out some time this year to just have fun as a congregation. That could mean scheduling some potlucks, some programs, gatherings, etc. I want to model a few alternative worship ideas that should be fun, too. Fun and excitement in church life is never a bad thing!

We are right on schedule in terms of the interim timetable. If all goes according to plan, you will have a search committee next month and they will begin the task of writing the church profile. It's a big time-consuming job, but the rewards can be great for both the committee and the congregation. They will need your prayers and support. They will be asking for more input from you during the course of the year. Our transition team has done a great job coordinating the cottage meetings, which will wrap up by the end of January. All of that information will be collated and made available to the search committee and to the congregation. I think you'll find the responses to be very interesting.

Who are we? Who is our neighbor? Who is God calling us to be? These are the three questions asked on the church profile, for which the search committee will be crafting responses that will mirror the hopes and dreams of the congregation. They are the questions that guided our reflections during the cottage meetings. I would encourage you to continue to reflect on them. On the other side of those questions, your next settled pastor is waiting for you. Your future as the people of God, servants of Christ, here at Barre Congregational Church, is moving toward you from the other side of those questions. Your job – and mine – is to find the path to that meeting place. I pray that we will travel well and hold each other in the love of God as we go forward.

With gratitude and hope,
Rev. Bert

Interim Pastor's Report

As the office administrator I would like to highlight a few office things that happened this past year. I took on creating a new directory to have in place by the time Rev. David retired. Thanks to Pam Murphy, who assisted in getting people to update their information for our database to create this directory. I so enjoyed taking the photos as people entered Sunday morning worship. I will be updating the first 2 two pages of names, emails and phone numbers to have available in the narthex. There were some errors and some changes since the time of printing.

The weekly E-Window continues to be our main means of communication and has an average open rate (38-50%). It would give me great joy to increase this open rate in the coming year. This weekly newsletter typically gets emailed out on Thursdays. If you have something you would like to add to the E-Window, please email it to me by Wednesday. Also if you have a joy or prayer concern for the prayer section please let me know if you would like it added to the E-Window (bccuccoffice@gmail.com).

The web page was updated this past year and has a slightly different look, along with some new features. There is a section where I include the weekly bulletin and announcements, a link to open the weekly E-Window, a link to watch last week's worship service, a link to the church calendar, a link to make donations through Pay Pal, a link to the Face Book and Instagram as well as information about our worship and ministries. If there is someone who has web page skills and would like to help me, I am happy to have support and or take suggestions. www.barrecongregational.org

The Barre Congregational Church Face Book page has many followers and gets several likes from time to time. We are still experimenting with how best to show our services from a live broadcast and thanks to Lynn Carpenter and the funds from the Bazaar have a new smart tv where we hope to be able to offer the live broadcast from in the nursery space downstairs.

The new library and meeting space was created this past fall and resides in the middle office. We are still working on cataloging the MANY great books we have on the shelves but they are available now to sign out. I encourage you to stop by and take a look and borrow a book to read. If you have some spiritual books to donate, we will add them to the shelves. Many thanks to Pam Murphy and Bronwen Neale for helping with this project, and to Neil for painting the room.

Thanks to the many people who have volunteered in the office with special projects especially Betty Reid who is our pew angel and often helps fold bulletins and to Lauren Jo Chase who has covered in the office for me on times that I have been away.

Nancy Fowler
Assistant to the Pastor

2018 Membership Report

Funerals/Memorials

George Lowe	Dec. 3, 1934–Feb.14, 2018
Walter Cooley	Dec, 20, 1922–Feb, 15, 2018
Pauline Tyler	Sept, 30, 1924– April 3, 2018
Robert Rossie	Nov. 22, 1913–Sept. 3, 2018
Ann Hogan	May 27, 1965–Sept. 7, 2018
Rosemary Wheelock	March 15, 1929–Sept. 8, 2018
Lynn Reid Carpenter	June 29, 1942–Dec, 10, 2018

Weddings

Rebecca Rothaug & Andrew VanBuskirk . . .	Jan, 14, 2018
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Baptisms

Jesse Rosado	Feb, 11, 2018
Cameron Aldrich	April 15, 2018
Brady Aldrich	April 15, 2018
Claire Garrow	April 15, 2018
Sophia Bernier	April 15, 2018
Bryce McConnell	April 15, 2018
Zander Charles Hart	April 15, 2018
Jack Fuller Kropelin	April 15, 2018
Kyzer Zandleoni Hart	April 15, 2018
Huxley Belair	April 15, 2018
Elizabeth Stewart	April 15, 2018
Cooper Millett	Sept. 9, 2018

New Members

Amanda Pugliese	March 25, 2018
Ginny Perantoni	March 25, 2018
Gerry Perantoni.	March 25, 2018
Jean Andreson	March 25, 2018
Karin Morrow	March 25, 2018
Karlie MacKenzie	March 25, 2018
Marjorie Wheeler	March 25, 2018
Carol Fumagali	March 25, 2018
Hannanh Rohloff	March 25, 2018
Sarah Costa	March 25, 2018
Jacquiline Gabe.	March 25, 2018

Membership Summary

Active Members as of December 31, 2017	187
New Members	11
Active Members who Died	5
Administrative Adjustments	33
Active Membership as of December 31, 2018	160

Administration

In this, our year of great transition, I wish to personally thank the members of the 2018 Church Council for their support and efforts on behalf of the congregation. This included officers Jim Donovan (Vice-Moderator); Jim West (Treasurer); and Hollie Friot (Clerk of the Church). The Mission and Outreach Ministry was represented on the Council by Darlene Clark, the Worship and Music Ministry by Jeffrey Tuper-Giles, the Faith Formation Ministry by Larry Beebe, and the Deaconate Ministry by Don Singer.

Our early months of the year dealt mainly with the retirement of Rev. David and educating ourselves and the church as to the process for finding a new pastor as set forth by the United Church of Christ. We extend our appreciation to the Rev. Dr. Lynn Bujnak, the Vermont Conference Minister of the United Church of Christ who came to the church to inform us of the search process and to answer some of our questions regarding the process. It was through contact with the Vermont Conference main office that we were provided the name of Rev. Bert Marshall as a possible interim minister for our church. Rev. Marshall was interviewed and hired as our Interim Minister beginning in late May of 2018. We wish to thank him for his support and guidance during this transition period.

The Council also wishes to thank and acknowledge the many members of the church that either initiated, participated or contributed to the many fundraisers held this year in support of the mission and outreach work and our operating budget. We were especially pleased to see the return of the Bazaar headed by Pam Murphy, the return of the chicken pie dinner, headed by Marjorie Wheeler and the inaugural Sip and Paint event hosted by Linda Kiniry and the Arts Committee. The Gobble Wobble Turkey Trot, headed by Nancy Fowler and an incredible crew of volunteers, continues to be our biggest fundraiser of the year. These activities are but a few of the projects that are necessary to support our breakfast and dinner meals for the community and our latest community outreach project – Laundry Love.

In the next few months the Council will be naming a Search Committee to seek nominations for our next settled pastor. We will need between 5-7 members, with ample time to give to this important task, to serve on this Search Committee. We will also be conducting a personnel review of the paid staff. We would appreciate any letters of support or concern regarding staff performance this past year to be sent to the Church Moderator (ec_wheels156@yahoo.com). Unless you otherwise indicate, your information will be kept strictly confidential.

Respectfully Submitted,
Ernest Wheeler
Church Council Moderator

The Worship and Music Ministry has been active this past year and has many exciting plans for the 2019 year. This past year has been one of many ups and downs as we said good-bye to our long time pastor, Reverend David, and welcomed a new interim pastor, Reverend Bert Marshall.

One of the highlights this year was a well attended and well put together Holy Humor Sunday that featured members of five of the surrounding churches and members of our own congregation. Even our conference ministers were in attendance that Sunday and raved about how well thought out and humorous the service was while keeping the feel of being in worship. I hope we can continue to embrace our sisters and brothers of other faiths more often to build a sense of spiritual community.

Another proud moment was a concert featuring Bobby-Jo Valentine who is a hopeful realist poet, songwriter and storyteller. We are working on plans to bring him back to our community to share his gifts with us in the fall of 2019.

I would like to highlight the gifts brought to our ministry by our own talented group of artists. The enhancement of the worship space is paramount to opening our hearts, minds and eyes to the spiritual journeys we take each Sunday morning. A very special thanks to Linda Kiniry for keeping us on track with our visual enhancements and to Kate Duffy who keeps the altar looking beautiful each Sunday, whether in person or by proxy. Last but not least, thank you to the army of volunteers who are too many to name that make the big ideas come to life by doing the behind the scenes work. The saying many hands make light work really does apply when it comes to this group of people. As chair of this ministry my life is blessed by their talents and willingness to help with the hard work that has to happen.

Our Music director should be applauded for making the most of his tight budgets every year. We have heard so often that music is important to the church and he does his best to keep the music fresh and in line with the theme of the service each Sunday. You will hear some of the same anthems from the choir from year to year and though that is partly because of the limited budget it is also because we enjoy singing some of our favorites. Thank You Eric for the hard work and hours of dedication you give to the church.

Eric asked that I include a special thank you from him for the recent generous gift to the organ fund by Lynn Reed Carpenter. He is saddened that she will not be here with us to see the project through, but he knows she will be smiling down on us all. Through this generous gift and the gifts of several others we are working hard on the organ project.

And lastly a special thank you to all of the members of our congregation who are part of this ministry through their own gifts of their time while greeting, ushering, and reading sacred scripture each Sunday.

Submitted Respectfully,
Jeffrey Tuper-Giles

Worship and Music

Dear congregation and friends,

As I sit to write this annual faith formation report, I can't help but think about the big things our church has done over the last year – the retirement of Rev. David, welcoming Rev. Bert as our interim, reaffirming our commitment to our ONA pledge by displaying the rainbow flag, holding a number of cottage meetings, and soon we'll be beginning the search process for our new settled pastor. And this is all added to our regular Sunday worship services and other faith formation initiatives. I can't help but think how our own personal faith may have helped each one of us through this time – and this is why faith formation... working on and through your personal faith journey... can be so important.

In the last year, our book group continued to meet and read books like *Dance of the Dissident Daughter* by Sue Monk Kidd and *Almost Everything: Notes on Hope* by Anne Lamott. We'll be continuing this group in 2019, so please see Nancy Fowler or keep your eye on the E-window if you'd like to participate.

In 2018, a group of eight church members finished a study on becoming leaders in ministry called *Unwrapping Your Gifts*. I think each person involved came away with a new perspective on church and what it means to be part of this intentional community. Nancy also led a bible study that met weekly during the day. Rev. Bert led an Advent study in December. And there's also *Theology on Tap* – we celebrated our 6th year anniversary in 2018. Join us at Espresso Bueno the 4th Friday of the month at 6 p.m. I'm sure I'm forgetting things, too, so if any of this interests you, stay in touch!

And there are of course our church children! How amazing were they this past Christmas Eve? From participating in the pageant, playing the piano and singing. They worked so hard through the month of December and it showed! I want to give a special thanks to Jeffrey Tuper-Giles and Jodi Sibley who came downstairs to help me on many occasions when our church school was overflowing. Our church is run largely by the help of volunteers and work with the children is no exception. I'd also like to thank Rachel Elwert for lending her sewing talents to making some amazing new costumes for our Christmas Eve pageant. And thank you to all of the parents who make the commitment to having their children experience the Christian faith through our church. I continue to enjoy my time with our children on Sunday. Their stories and laughter are such a joy to be a part of. We really have a great time on Sundays.

And last summer we had another successful vacation bible school. Thank you to Pastor Carl (First Presbyterian) and Rev. Kim (Hedding Methodist) for joining us in that endeavor again. And of course to all of our VBS volunteers. This really could not be done without them! And continued gratitude to the Warren Church, UCC for their guidance, prayers, and sharing the VBS curriculum and decorations. It's a blessing to share resources like this.

Thank you to all of you who have participated in our faith formation activities and events in 2018! We hope to see you at one of our events in 2019!

Hollie Friot - Faith Formation Ministry

Art Committee 2018

This year our committee had a successful fund-raiser. Our goal was to be able to support our projects and not use money from the general fund or the Book of Remembrance. We put together a "Paint and Punch Party". It was a fun evening with many requests to have another. We were able to raise enough money and with a sizable donation from Lynn Reid Carpenter all our expenses were met. We purchased two new Praise banners for fall. Our other expenses were for Christmas decorations, narthex displays and assisting with the altar arrangements when needed.

Respectfully submitted
Linda Kiniry

Deacon Annual Report

For the deacons, 2018 was a transitional year. The deacons have worked collaboratively with the Pastor to assist in all aspects of the church's ministries. The deacons continued to support and assist with the delivery of regular and special services. This included serving communion the first Sunday of the month, Christmas Eve, and other special services.

We want to say goodbye to the deacon whose service was so helpful to our church:
Nancy Fowler

In 2019, the deacons plan to identify opportunities for continued service to our church.

Respectfully submitted,
Donald Singer, Chairperson

The Mission and Outreach Ministry looks to the commitment of our entire church community to realize our vision of providing support where need is present within our church family as well as within the greater community. We would not be able to do all that we do without the volunteers that put in many hours supporting our various endeavors as well as the generous financial support that we receive from many in our congregation.

The main outreach missions of our church are the Saturday and Tuesday community breakfasts, providing meals for the Good Samaritan Haven and Laundry Love. We have a core of volunteers that work on each of these endeavors for which we are so thankful. The expenses for the breakfasts average about \$3500 to \$4000 per year and the meals for the Haven are totally donated.

We just completed our second year of Laundry Love providing free laundry services at Busy Bubbles the third Tuesday of each month. Jesse Rosado had been our coordinator of this until he moved away in April and our committee has taken over coordinating this. Our expenses for Laundry Love for the last 2 years have averaged \$3500 per year. The first year Jesse was able to secure some matching donations from his work place but we did not have that available to us this past year. With some very generous donations we have been able to cover our expenses.

This year we joined with several other churches to provide Christmas dinner for residents of Tilden House, North Barre Manor, Jefferson and Washington Apartments. This had been done by the Council on Aging in the past but due to a decrease in personnel they reached out to the Barre Area Clergy to ask if they could take over this event.

Our Second Mile Giving Sunday has also been growing in donations over this past year for which we are extremely grateful. A decision was made to change the Sunday of the donation to the second Sunday of the month from the first starting in January of 2018. We pray many of you will continue to give toward our mission initiatives through this offering.

This year we did have a Chicken Pie Supper as a fundraiser which was successful. It takes a tremendous amount of time, coordinating and effort to put on this supper and thank you to all who helped.

The Gobble Wobble Turkey Trot continues to be our biggest fundraiser and it was successful this year despite the weather! We were not graced with the beautiful weather we had last year so the number of participants was down somewhat.

Below are many of the commitments and donations made possible through our combined efforts for the 2018 year:

- Good Samaritan Haven meals every Monday (except holidays)
- Friday evening community meals every seventh week
- Saturday breakfast two mornings a month
- Tuesday breakfast weekly
- Coffee hour following Sunday worship services
- Support for our parish nurse
- Video-tape ministry
- 40 plus Thanksgiving turkey dinners, boxed and delivered

- Donations to UCC Vermont Conference for hurricane relief and the Neighbors In Need offering
- Peoples Health and Wellness Clinic
- Circle—Battered Women’s Shelter
- Laundry Love
- Hedding Methodist Outreach Support
- Camp Ta Kum Ta
- Gift cards at Christmas for Good Samaritan residents

Fundraising activities:

- Second Mile Giving
- Dessert sales at Barre Heritage Festival
- Gobble Wobble Turkey Trot
- Chicken Pie Supper

Just as Rev David did, Rev Bert often will encourage us at the end of worship to go out and be the church during our daily lives. Supporting our Missions and Outreach ministry is one of the ways we can do this. If you are able and interested in serving on this ministry know you are welcome to participate and attend our meetings.

Serving in Christ’s love and respectfully submitted,
 Jean Brown, Lauren Jo Chase, Joyce Copping, Kate Duffy, Marjorie Wheeler,
 Bev Thomas and Darlene Clark, chairperson

I am so proud to be able to announce to the members of this church that their Cub Scout Pack has once again obtained the gold status for running a Cub Scout program that has met all the requirements to meet the highest standard for a quality unit.

We have 12 dedicated leaders who have kept the joy and enthusiasm in our scouting program for the last year. They are dedicated to the ideals of scouting and a wonderful group to work with. They have been very helpful to me in my role as Chartered Organization Representative for this church.

This is the first year girls have been part of the scouting program and it is going well. We currently have three girls as part of our pack.

Currently the pack has 3 Arrow of Light scouts, 3 Webelos scouts, 8 Bear scouts, 11 Wolf scouts, 9 Tigers scouts and 3 Lion scouts and we are in the process of registering three more scouts. Our pack is focusing on sustainable growth and a strong program to support it.

I want to extend my sincere thank you to everyone that supports our pack members and also support the youth in this community.

This will be my last year as Chartered Organization Representative for the Church. The church and the pack are very fortunate to welcome Carl Elwert as the new Chartered Organization Representative for the Church. Carl, his wife Rachel and their children are currently active in the life of our Church. Carl has 1 son who is currently a scout.

Yours in Scouting,
 Jan Aldrich

As you all know, Barre Congregational Church lost a very unforgettable woman and integral part of Women's Fellowship now known as BCC Fellowship. She took great pride not only in holding her position as President for the Fellowship group, but also as a "Pew Angel" with her dear friend Betty Reid. She also volunteered in the office and organized and hosted receptions. It is with great honor we dedicate this report, 2018, to our beloved, Rosemary Wheelock. We also would like to recognize Phoebe Chapin for her years of service to the Women's Fellowship as treasurer. Phoebe is now Woodridge and unable to attend meetings.

After taking a summer break we began to discuss what BCC Fellowship would look like. We had our first meeting September 19, 2018 to discuss the "The NOT just for Women Questionnaire," elect new officers and introduced ourselves. Our October meeting hosted Rev. Bert Marshall with his program about "Stories & Songs." The November meeting featured Nancy Fowler and her beautiful and gifted talent with photography. Finally, in December we had Don Heureman sharing with everyone about his Christmas woodcarvings.

Some of the changes we have made are listed below:

1. We decided to include men and change our name from Women's Fellowship to BCC Fellowship.
2. We will continue winter month programming (Jan. Feb. March) allowing for flexibility.
3. We have decided to add weekend and week-night programs to our calendar. That way we can try to think of everyone and not just the "retired or non-working." We want everyone to feel invited and welcome.
4. At the time we elected officers, we also elected committees for both Receptions and Programs. We decided as a group, fellowship is included in everything we do. Hence, no committee would be needed.
5. We are no longer charging annual Fellowship dues. Instead we have chosen to go with a donation basket at the meetings. Donations are at your discretion.
6. Your opportunities to find the date and times for meetings have broadened. You will now see them listed in the church E-window, Sunday bulletins, Facebook page and announcements at church. We encourage you to bring along a friend from church or outside of the church.

Your new BCC Fellowship officers elected at the September 2018 meeting are:
President - Marjorie C. Wheeler, Vice President - Jan Avery,
Secretary - Joyce Copping and Co-treasurers - Sally Beebe and MaryAnn Johnson.

In Rosemary's passing, she had asked in lieu of flowers, donations be sent to Camp Thorpe. As a result, BCC Fellowship honored Rosemary's request and sent a donation to Camp Thorpe. Along with the donation to Camp Thorpe, other charitable donations were made to Vermont Foodbank, Aldrich Library and Board Discretionary Fund.

Respectfully yours,
Marjorie C. Wheeler

This is a summary of the activities for the volunteer Parish Nurse Program for the Barre Congregational Church for the 2018 year. There was reduction in the number of hours I was able to serve from January 2018 through June 2018 due to the changes which occurred in my employment as a school nurse which required me to go from a part time to full time employee. This said I was still available for consultations and was able to continue blood pressure screenings on Sunday's after coffee hour.

Blood Pressure Screenings- 35
3 resulting in referrals and follow-up
Home, Hospital and Nursing Home visits- 23
Phone conferences- 24

There is a small group who meet periodically to discuss how to support our "elderly" members and friends. Some of the things we have done include the following:

- Sent birthday cards to people over a certain age
- Sent Christmas cards from the church to our shut-ins
- Ordered large print Bibles to be made available
- Ordered large print Upper Room Devotional
- Made calls to encourage people to attend BCC Fellowship

We are working on an upcoming project that will include some sewing and cooking.

Respectfully submitted,
Mary Ann Johnson RN, *Parish Nurse*

Parish Nurse

It has been a challenging year for the Property Ministry. We started the year with five members and ended with four. Over the course of the year two chair persons resigned, attendance was spotty, often with only two members attending, and with no official chair person. Despite these obstacles, we did accomplish several items on our to do list. The following is a list of our significant accomplishments:

1. All exterior doors were re-keyed
2. New key policy instituted
3. New safe purchased and installed in bookkeeper's office
4. Old exterior buzzers removed; new one installed by the kitchen door
5. A check list for the last person leaving the building was placed by each exterior door
6. New awning was purchased and installed at the lower main door
7. Boy Scouts were relocated to a space in the basement
8. "Permission for Use" forms were revised
9. Painted Nancy's old office and converted it to an extra meeting space/library
10. Non Smoking sign was placed in the alcove by the main door
11. Removed old non-functioning propane tank
12. Set up annual cleaning/maintenance schedule for the furnace

Trouble-shooting the following:

1. Elevator operational issues
2. Sprinkler/fire alarm malfunctioning
3. Furnace/thermostat operational issues
4. Dishwasher operational issues

On-going Projects

1. Replace broken window and sill
2. Install new storm windows for the bookkeepers office
3. Remove closet outside of conference room
4. Repair middle front door and rotted arch
5. Repair/replace sidewalks
6. Evaluate need for additional security measures
7. Create "smoking area" away from entrances

Current Property Ministry members as of January 2019

Linda West, Eric Tuper-Giles, Matt Safford, Marjorie Wheeler

The Property Ministry members extend our thanks to Neil Upham for all his help trouble-shooting issues and his willingness to lend a hand when needed. We appreciate his involvement in addressing our property issues.

Submitted by the Property Ministry members

This ministry is responsible for all money matters of the church. Work includes working with the Bookkeeper/Collector to prepare and review monthly financial reports, create the annual budget, and oversee the following ministries: Property, Stewardship, Scholarship, and Book of Remembrance.

Finance Ministry Members: Chair/Treasurer; Jim West, Assistant Treasurer; Sally Beebe, Ed Friot, Peter James, Carol Ellison, and Peter Anthony Gary Isham and Pat McDonald served part of the year and then resigned. Rev. David Vanderlinde-Abernathy served part of the year as an advisor and was replaced by Rev. Bert Marshall.

Property Ministry Members: Linda West, Eric Tuper-Giles, Matt Safford, and Majorie Wheeler. Gary Isham and Jeff Friot served part of the year and then resigned.

Stewardship Ministry Members:

Scholarship Ministry Members: Ernie Wheeler

Book of Remembrance Ministry Members: Ralph Brown, Jean Brown, Don Allen, and Phoebe Chapin

Investment Portfolio

Due to the generosity of three members who passed away this year, our investment portfolio is in good shape. Gifts received were \$30,000 from Rosemary Wheelock's estate, \$58,000 from Nevia Campi's estate, and \$500,000 from Lynne Reid Carpenter. The money received from Rosemary and Nevia's estate was unrestricted and added to our TD Wealth Investments. Per Lynne Reid Carpenter's instructions, \$210,000 is reserved for repair or replacement of our organ, \$20,000 was sent to each of the following charities: Peoples' Health and Wellness Clinic, Circle, and Good Samaritan Haven. The remaining funds are to be used to refurbish and update our Fellowship Hall and Fireplace Room with any balance to be placed in a fund for general purposes as deemed necessary by the church.

2018 Operating Budget Deficit

Our total expenses for the year were very close to the budgeted amount. However, our income was considerably less. The majority of our shortfall was in the receipt of pledged amounts (\$12,000+/-). Although the financial report shows a deficit of \$3,230+/-, the actual deficit was \$15,000 greater. Please note on the report, under line item 47750, two additions; one for \$10,000 which was taken from our TD Wealth Investment, and \$5,000 which was taken from the Nevia Campi's gift. The addition of these two amounts was necessary to pay our bills. At two points during the year, we would not have been able to meet our payroll without the additional funds.

Meeting Dates and Significant Discussions/Actions:

Please note that the following is fairly detailed but does not list all of the discussions and work performed by the Finance Ministry. Also, common at each meeting is a review and approval of the previous meeting minutes, review and discussions of each month's financial reports, and a review of the status of action items.

January 9th

- Decided to request a list of property projects with the intent to have various people responsible for each specific project
- Discussed pros and cons of the church changing from a committee based system to a ministry based system
- Jim West elected Chair of the Finance Ministry
- Discussed forgiving the building addition loan to ourselves
- Reviewed and approved the 2018 proposed budget with modifications

- Decided to recommend to the Council that the elevator related costs be covered by the Jones Elderly Fund and removed from the operating budget
- Approved a motion to spend a maximum of \$1,000 from the Murray Fund for a new safe
- Discussed and approved of having a “Double Mint” Sunday to boost pledge receipts
- Prepared a list of Action Items to be tracked and acted upon

February 13th

- Discussed financial ramifications of Rev. David’s retirement and the addition of an interim minister
- Ed Friot presented four drafts of Policy Letters that describe each restricted fund and the rules for managing those funds. The four Policy Letters were approved.
- Members were assigned as liaisons to the various ministries under the umbrella of the Finance Ministry. Gary Isham – Property; Sally Beebe – Book of Remembrance; Peter James - Scholarship
- April 22nd was recommended as the date for the “Double Mint” Sunday
- Sally Beebe was formally approved by the Finance Ministry to be the Assistant Treasurer

March 20th

- Discussed loss of \$3,000 income from an anticipated rental
- Approved Policy Letter No. 5
- Approved making a recommendation to the Council to forgive the building addition loan to ourselves
- Discussed the need for a backup to the bookkeeper
- Received a list of property related projects from the Property Ministry
- Discussed reviewing options to our elevator maintenance contract
- After discussing with Rev. David, April 15th was decided as the date for “Double Mint” Sunday
- Up to \$2,000 was approved to help fund a going away party for Rev. David
- A proposal in the amount of \$2,205.52 from Ducharme, a general contractor in South Barre, to replace the window damaged in a recent break in and three other windows was approved

April 10th

- Discussed numerous Action Items
- Decided to move “Double Mint” Sunday to May

May 8th

- Discussed financial ramifications resulting from additional expenses, loss of income, and ministerial changes
- Reviewed and approved Policy Letter No. 6 regarding the Murray Fund
- Reviewed and approved scholarships for this year’s applicants
- Reviewed and approved funding for the new awning
- Discussed combining some meetings with the council and other sub ministries
- Decided on May 20th for “Double Mint” Sunday

June 12th

- Approved increasing Nancy’s hours by three hours per week for 10 weeks to assist Rev. Bert during his transition period
- Discussed elevator issues and Fire Marshall inspection report

- Noted that the Property Ministry canceled the window contract
- Approved up to \$1,000 for Laura Cadmus' ordination and reception

July 10th

- Discussed the increasing operating budget deficit and steps necessary to ensure that money is available to pay bills
- Discussed additional policy letters regarding old restricted funds

August 14th

- Continued discussions regarding operating budget issue including specific line items such as the OCWM budget, per capita dues, and pledge receipts

September 11th

- Approved taking \$10,000 from our investments at TD Bank and transfer it to our checking account to pay bills
- Continued discussions regarding the operating budget issue
- and how best to alert the congregation of our dilemma and how to avoid these travails in the future

October 9th

- Discussed dish washer operational issues
- Approved investing the \$30,000 Rosemary Wheelock gift in our portfolio at TD Wealth
- Approved placing donations received in memory of Rosemary Wheelock into our Special Projects fund
- Approved removing Gary Isham as an authorized agent to sign checks and issue instructions to our financial institutions and replace with Ed Friot
- Continued discussions regarding the operating budget issue

December 4th

- Continued discussions regarding the budget issue
- Discussed the receipt of a \$58,000 gift from Nevia Campi's estate and \$500,000 gift from Lynne Reid Carpenter
- Approved investing the Nevia Campi gift into our investment portfolio at TD Wealth
- A good portion of Lynne Reid Carpenter's gift is earmarked per her wishes. Discussed the need to clarify Lynne's desire for the remaining funds
- Scheduled April 9th for review of our investments with a representative from TD Bank
- Reviewed first draft of the 2019 operating budget

December 18th

- Continued discussions regarding the operating budget issue
- Approved the creation of the Lynne Reid Organ Fund and the Lynne Reid General Fund following receipt of Lynne's clarification on the use of the funds
- Approved investing the Lynne Reid General Fund into a six month and one year CD at Northfield Savings Bank
- Reviewed each line item in the proposed 2019 operating budget and agreed on the amounts proposed
- Received updates from Ed Friot on the preparation of future policy letters

**Barre Congregational Church
Balance Sheet
December 31, 2018**

	<u>Oct 31, 18</u>	<u>Nov 30, 18</u>	<u>Dec 31, 18</u>
ASSETS			
Current Assets			
Checking/Savings			
10000 · Operating Checking TD Bank	\$ 4,279.32	\$ 6,070.55	4,166.51
10100 · Deacons Fund Checking Account	\$ 185.67	\$ 115.67	292.61
10200 · Murray Property Checking Acct	\$ 19,577.63	\$ 19,403.09	18,919.47
10300 · Restricted Checking Account			
10300-A · Book of Remembrance	\$ 11,180.26	\$ 11,180.26	11,180.26
10300-B · Dawn Borne Legacy	\$ 825.00	\$ 825.00	825.00
10300-C · Faith Formation & Youth Program	\$ 1,883.39	\$ 1,883.39	1,883.39
10300-D · Chancel Bell & Choir Fund	\$ 2,541.63	\$ 2,541.63	2,541.63
10300-E · Scholarships Account	\$ -	\$ -	-
10300-F · Organ Repair	\$ 26,893.77	\$ 26,893.77	-
10300-G · Parish Nurse Program	\$ 655.41	\$ 655.41	655.41
10300-H · Pre-Paid Funeral Expense	\$ -	\$ -	-
10300-J · Special Projects	\$ 3,496.74	\$ 3,457.62	3,146.75
10300-K · Judith Safford Camp Scholarship	\$ 3,757.16	\$ 3,757.16	4,037.16
10300-L · Wheelock Music	\$ 278.75	\$ 278.75	278.75
10300-M · Mission	\$ 7,242.53	\$ 8,586.47	10,168.38
10300-N · Women's Fellowship - Kitchen Im	\$ 276.51	\$ 276.51	276.51
10300-O · Elderly Fund	\$ 19,476.90	\$ 19,476.90	19,476.90
10300-P · Youth Mission Trip	\$ 580.79	\$ 580.79	580.79
10300-Q · Art Liturgy	\$ 298.08	\$ 298.08	298.08
10300 · Restricted Checking Account - Other	\$ 522.97	\$ 58,140.99	53,144.34
Total 10300 · Restricted Checking Account	\$ 79,909.89	\$ 138,832.73	108,493.35
Total Checking/Savings	\$ 103,952.51	\$ 164,422.04	131,871.94
Other Current Assets			
11500 · Petty Cash	\$ -	\$ -	-
Total Other Current Assets	\$ -	\$ -	-
Total Current Assets	\$ 103,952.51	\$ 164,422.04	131,871.94
Other Assets			
11000 · Building Add Loan Due - TDWM			
11100 · TD Wealth Mgt Investment	\$ 462,933.36	\$ 462,933.36	462,933.36
11200 · TD Wealth Mgt Schol Invest	\$ 167,407.11	\$ 167,407.11	167,407.11
11250 · Infinex Financial - Jones Inves	\$ 1,022,601.54	\$ 1,022,601.54	970,388.65
11300 · Brusa Campi Fund	\$ 23,557.33	\$ 23,557.33	23,557.33
11400 · Cary Fund	\$ 111,619.09	\$ 111,619.09	111,619.09
11900 · Beneficial Int in Murray Fund	\$ 304,390.63	\$ 304,390.63	304,390.63
Total Other Assets	\$ 2,092,509.06	\$ 2,092,509.06	2,040,296.17
TOTAL ASSETS	\$ 2,196,461.57	\$ 2,256,931.10	2,172,168.11

Financial Report

**Barre Congregational Church
Balance Sheet
December 31, 2018**

	<u>Oct 31, 18</u>	<u>Nov 30, 18</u>	<u>Dec 31, 18</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2110 · Direct Deposit Liabilities	\$ (0.01)	\$ 2,512.54	(0.01)
20900 · Prepaid Pledges		\$ 600.00	1,400.00
24000 · Payroll Liabilities	\$ 731.02	\$ 4,055.50	2,435.95
Total Payroll Liabilities	<u>\$ 731.01</u>	<u>\$ 7,168.04</u>	<u>3,835.94</u>
Total Other Liabilities	<u>\$ 731.01</u>	<u>\$ 7,168.04</u>	<u>3,835.94</u>
Total Current Liabilities	<u>\$ 731.01</u>	<u>\$ 7,168.04</u>	<u>3,835.94</u>
Long Term Liabilities			
20100 · Due To Building Fund	\$ -	\$ -	-
Total Long Term Liabilities	<u>\$ -</u>	<u>\$ -</u>	<u>-</u>
Total Liabilities			
Equity			
30000 · Opening Balance Equity	\$ 763,199.36	\$ 763,199.36	763,199.36
32000 · Unrestricted Net Assets	\$ 684,823.30	\$ 684,823.30	684,823.30
44995 · Bessie Murray Donation	\$ 312,170.08	\$ 312,170.08	312,170.08
Net Income	\$ 435,537.82	\$ 489,570.32	408,139.43
Total Equity	<u>\$ 2,195,730.56</u>	<u>\$ 2,249,763.06</u>	<u>2,168,332.17</u>
TOTAL LIABILITIES & EQUITY	<u><u>\$ 2,196,461.57</u></u>	<u><u>\$ 2,256,931.10</u></u>	<u><u>2,172,168.11</u></u>

pending 12/31/2018 statements

Financial Report

BCC BUDGET PERFORMANCE
 January 1 through December 30, 2018
 Budget Worksheet 2019

			Annual Budget 2018	01/01/2018 - 12/31/2018	% of Annual Budget	Annual Budget 2019
		Income				
		41000 · Committee Income				
		41400 · Faith Formation	\$ -	\$ 291.50		\$ -
		Total 41000 · Committee Income	\$ -	\$ 291.50		\$ -
		47000 · Operating Income				
		47050 · Altar Flowers	\$ 1,500.00	\$ 1,169.65	77.98%	\$ 1,200.00
		47100 · Cary Pledge Receipts	\$ 4,014.00	\$ 4,014.00	100.0%	\$ 4,068.00
		47125 · Brusa-Campi pledge	\$ 754.00	\$ 754.00	100.0%	\$ 881.00
		47150 · Church Rental Income	\$ 3,725.00	\$ 930.80	24.99%	\$ 1,200.00
		47250 · Holiday Offerings	\$ 1,800.00	\$ 1,264.00	70.22%	\$ 1,300.00
		47300 · Interest Income	\$ -	\$ 6.79	100.0%	\$ 8.00
		47350 · Miscellaneous Income	\$ 500.00	\$ 4,669.84	933.97%	\$ 750.00
		47450 · Offering Envelope Receipts	\$ 180.00	\$ 133.00	73.89%	\$ 150.00
		47475 · Per Capita Dues	\$ 1,500.00	\$ 846.51	56.43%	\$ 1,000.00
		47500 · Plate Collections	\$ 4,300.00	\$ 4,785.21	111.28%	\$ 4,800.00
		47550 · Pledge Receipts	\$ 139,410.00	\$ 127,263.55	91.29%	\$ 136,407.00
		47575 · Anticipated Giving	\$ 5,000.00	\$ 2,807.00	56.14%	\$ 3,000.00
		47600 · Special Gifts	\$ 2,000.00	\$ 4,853.20	242.66%	\$ 2,617.00
		47650 · Spiritual Guidance	\$ 1,300.00	\$ 35.00	2.69%	\$ -
		47700 · Unrestricted Trust income	\$ 20,000.00	\$ 20,000.04	100.0%	\$ 25,000.00
		47750 · Jones Bequest	\$ 10,058.72	\$ 10,058.72	100.0%	\$ 9,863.07
		Additional \$ taken for operating 2018	\$ -	\$ 10,000.00	100.0%	
		\$\$ taken from Campi Gift for OCWM		\$ 5,000.00		
		FUNDRAISING				\$ -
		Total 47000 · Operating Income	\$ 196,041.72	\$ 198,882.81	101.45%	\$ 192,244.07
		Total Income	\$ 196,041.72	\$ 198,882.81	101.45%	\$ 192,244.07
		Gross Profit	\$ 196,041.72	\$ 198,882.81	101.45%	
		Expense				
		51000 · Committee Expenses				
		51100 · Church Delegates	\$ 600.00	\$ 760.00	126.67%	\$ 760.00
		51200 · Music Committee	\$ 400.00	\$ 22.50	5.63%	\$ 200.00
		51300 · Christian Stewardship	\$ 300.00	\$ 272.48	90.83%	\$ 300.00
		51400 · Faith Formation	\$ 2,500.00	\$ 2,603.48	104.14%	\$ 2,500.00
		51500 · Board of Deacons	\$ 250.00	\$ 382.00	152.8%	\$ 275.00
		Total 51000 · Committee Expenses	\$ 4,050.00	\$ 4,040.46	99.76%	\$ 4,035.00
		56000 · Mission Expenses				
		56200 · Our Church's Wider Ministry	\$ 5,000.00	\$ 5,000.00	100.0%	\$ 5,000.00
		Total 56000 · Mission Expenses	\$ 5,000.00	\$ 5,000.00	100.0%	\$ 5,000.00
		60000 · Administrative Expenses				
		60050 · Bank Service Charges		\$ 6.34	0.0%	\$ -
		60100 · Computer Hardware & Software	\$ 250.00	\$ 1,124.83	449.93%	\$ 500.00
		60150 · Copier Costs	\$ 1,000.00	\$ 1,782.74	178.27%	\$ 1,350.00
		60250 · Miscellaneous Expenses	\$ 500.00	\$ 1,150.00	230.0%	\$ 500.00
		60300 · Office Supplies	\$ 1,500.00	\$ 1,427.71	95.18%	\$ 1,500.00
		60350 · Postage	\$ 500.00	\$ 538.00	107.6%	\$ 500.00
		Total 60000 · Administrative Expenses	\$ 3,750.00	\$ 6,029.62	160.79%	\$ 4,350.00
		61000 · Church Expenses				
		61100 · Altar Flowers	\$ 1,200.00	\$ 1,052.98	87.75%	\$ 1,000.00
		61300 · Musical Instrument Repairs	\$ 300.00	\$ -	0.0%	\$ 150.00
		61400 · Per Capita Dues Assessment	\$ 2,521.00	\$ 2,749.05	109.05%	\$ 2,607.56
		61500 · Pastor Discretionary Fund	\$ 200.00	\$ -	0.0%	\$ 200.00
		Total 61000 · Church Expenses	\$ 4,221.00	\$ 3,802.03	90.07%	\$ 3,957.56
		63000 · Property Expenses				
		63100 · Custodial Supplies	\$ 1,000.00	\$ 1,392.92	139.29%	\$ 1,200.00
		63200 · Liability Insurance	\$ 356.00	\$ 356.00	100.0%	\$ 356.00
		63300 · Property Insurance	\$ 6,979.00	\$ 6,450.25	92.42%	\$ 6,115.00

BCC BUDGET PERFORMANCE
 January 1 through December 30, 2018
 Budget Worksheet 2019

				Annual Budget 2018	01/01/2018 - 12/31/2018	% of Annual Budget	Annual Budget 2019
63400 · Repairs & Maintenance							
			63410 · Building Repairs & Maintenance	\$ -	\$ -	100.0%	\$ -
			63420 · Heating Plant Repairs	\$ -	\$ -	100.0%	\$ -
			63430 · Elevator Maintenance	\$ -	\$ -	100.0%	\$ -
			63501 · snow removal	\$ -	\$ -	100.0%	\$ -
			Total 63400 · Repairs & Maintenance	\$ -	\$ -	100.0%	\$ -
			63500 · Rubbish Removal	\$ 525.00	\$ 706.06	134.49%	\$ 700.00
63600 · Utilities							
			63610 · Electricity	\$ 3,500.00	\$ 4,375.58	125.02%	\$ 4,000.00
			63620 · Fuel Oil	\$ 9,000.00	\$ 12,074.69	134.16%	\$ 12,355.00
			63630 · Telephone & Internet	\$ 1,300.00	\$ 1,385.00	106.54%	\$ 960.00
			63640 · Water & Sewer & Sprinkler	\$ 1,750.00	\$ 1,869.40	106.82%	\$ 1,600.00
			Total 63600 · Utilities	\$ 15,550.00	\$ 19,704.67	126.72%	\$ 19,615.00
			Total 63000 · Property Expenses	\$ 24,410.00	\$ 28,609.90	117.21%	\$ 27,286.00
80000 · Payroll Expenses							
			80100 · Bookkeeper Wages	\$ 7,020.00	\$ 7,020.00	100.0%	\$ 7,230.60
			80200 · Assistant to the Pastor	\$ 21,709.68	\$ 22,330.08	102.86%	\$ 22,999.98
			80305 · Church School Coordinator	\$ 3,500.00	\$ 3,499.92	100.0%	\$ 3,604.92
			80400 · Custodian Wages	\$ 10,912.00	\$ 10,972.50	100.55%	\$ 11,301.68
			80500 · Music Director Salary	\$ 17,154.36	\$ 17,154.48	100.0%	\$ 17,669.11
			80600 · Pastors Salary	\$ 41,286.92	\$ 42,653.30	103.31%	\$ 40,700.00
			80610 · Pastors Annuity	\$ 8,660.17	\$ 8,073.42	93.23%	\$ 8,660.17
			80620 · Pastors Housing	\$ 22,000.00	\$ 21,679.31	98.54%	\$ 22,000.00
			80630 · Pastors Social Security Offset	\$ 5,915.08	\$ 4,911.50	83.03%	\$ 4,822.95
			80800 · Medicare Company	\$ 1,472.95	\$ 947.17	64.3%	\$ 1,517.14
			80850 · Social Security Company	\$ 3,738.35	\$ 4,145.98	110.9%	\$ 3,850.50
80900 · Employee Insurance Expenses							
			80910 · Pastor Dental Insurance	\$ 945.00	\$ 852.47	90.21%	\$ 741.00
			80920 · Assistant to the Pastor	\$ 1,180.00	\$ 1,185.00	100.42%	\$ 1,185.00
			80930 · Workers Comp Insurance	\$ 1,397.00	\$ 1,961.50	140.41%	\$ 1,575.00
			80940 · Pastor Life/Disability Ins	\$ 957.86	\$ 301.40	31.47%	\$ 1,001.14
			80950 · Pastor Health Insurance	\$ 8,994.00	\$ 5,085.46	56.54%	\$ 3,720.00
			Total 80900 · Employee Insurance Expenses	\$ 13,473.86	\$ 9,385.83	69.66%	\$ 8,222.14
			80000 · Payroll Expenses - other		\$ 28.48	100.0%	\$ 30.00
			Total 80000 · Payroll Expenses	\$ 156,843.37	\$ 152,801.97	97.42%	\$ 152,609.19
81000 · Miscellaneous Employee Exp							
			81100 · Mileage Reimbursement	\$ 2,000.00	\$ 1,035.35	51.77%	\$ 1,200.00
			81200 · Pastors Professional Expense	\$ 800.00	\$ 793.60	99.2%	\$ 800.00
			Total 81000 · Miscellaneous Employee Exp	\$ 2,800.00	\$ 1,828.95	65.32%	\$ 2,000.00
			Total Expense	\$ 201,074.37	\$ 202,112.93	100.52%	\$ 199,237.75
			Net Income	\$ (5,032.65)	\$ (3,230.12)	64.18%	\$ (6,993.68)

Instructions for living a life.

Pay attention.

Be astonished.

Tell about it.

-Mary Oliver



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We are an Open & Affirming and a Just Peace Church