

ANNUAL REPORT 2008

The Congregational Church
United Church of Christ
Middlebury, Vermont

2008 - THE YEAR AT A GLANCE

- Jan 3 “First Thursday Fix-it Crew” meets in Fellowship Hall (held monthly)
First Choir rehearsal of the year, Fellowship Hall
- Jan 4 First Community Supper for 2008 (held every Friday night) in Fellowship Hall
- Jan 6 First worship service with Holy Communion of the year, Sanctuary
Youth of the church begin serving each week as Deacon’s Assistants
Services being taped for showing on Middlebury Community Television
Informational Lunch for prospective members held
Items collected for shoebox ministry for John Graham Shelter
- Jan 9 All-Boards meeting, Sanctuary (held every month)
Trustees, Deacons, Pastoral Care, Mission & Social Concerns, Membership & Communications hold first meetings
- Jan 13 Morning Worship with Rev. Jane Henderson, Sanctuary
Planning begins for new Church Cookbook
First Handbell Choir rehearsal, Sanctuary
- Jan 15 First Board of Christian Development meeting, Charter House dining room
- Jan 17 First Men’s Lunch gathering, Rosie’s restaurant
- Jan 20 Membership Gathering for new members, Charter House
- Jan 22 First meeting of Prayer Circle, Charter House dining room
First “Scheduling Summit” held, Charter House dining room
- Jan 23 Church Council meeting, Charter House dining room (held every month)
- Jan 26 Mothers Without Borders Sew-a-thon, Fellowship Hall
- Jan 24 Church Council meets, Charter House
- Jan 27 Morning Worship, Food Shelf collection for Emergency Food Shelf at H.O.P.E.
(taken the last Sunday of every month)
Annual Meeting with election of Officers and Board members (including the Pastoral Search Committee), Sanctuary
Parish Potluck luncheon held in Fellowship Hall
- Jan 31 Collation of February issue of *Church Matters*, C.H. dining room (monthly newsletter)
- Feb 3 Reception of New Members during worship service, Sanctuary
“Superbowl Subs” sold by Youth Group and the Youth class
- Feb 5 Women’s Fellowship meeting, Fellowship Hall
Shrove Tuesday Pancake Supper, Fellowship Hall
- Feb 10 Installation of Church Leaders (Officers and Board members)
A Reading Circle (ARC) begins six-week Lenten study using essays from “The emerging Christian Way: Thoughts, Stories & Wisdom for a Faith of Transformation”
- Feb 23 Borg potluck for all volunteers and participants held, Fellowship Hall
- Mar 2 Pastoral Search Committee meets, C.H. conference room (almost weekly)
- Mar 7 Church Women United World Day of Prayer held in Vergennes
- Mar 9 *One Great Hour of Sharing* offering taken during worship service
Paper Church Directory available
Quarterly Nursing Home Service at Porter Health & Rehab, sponsored by the Board of Pastoral Care
- Mar 16 Procession of the Palms by the Church School during opening hymn of Palm Sunday Worship Service, Sanctuary
- Mar 20 Maundy Thursday Service held in conjunction with the Methodist Church,

Fellowship Hall

Mar 21 Ecumenical Good Friday Service at St. Stephen's Episcopal Church

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Mar 22 Children's Easter Party held in Fellowship Hall

Mar 23 Ecumenical Sunrise Service held at Youngman Field
Easter Morning Worship held, Sanctuary, with lilies and red tulips on the altar

Mar 30 Baptism of Baker John Nelson during worship service

Apr 1 Women's Fellowship Brown Bag lunch, Fellowship Hall

Apr 6 Dedication of the Pastoral Search Committee during the Morning Worship service, Sanctuary
Addison Association meeting, Salisbury Congregational Church
The Church and Charter House change to a electronic locking system

Apr 18 & 19 Spring Rummage Sale, Fellowship Hall

Apr 20 & 27 Morning Worship with Rev. Elizabeth Struble
Fellowship Hour uses local foods to mark the celebration of Earth Day
PINS Auction, Fellowship Hall

May 2 Church Women United celebrates May Friendship Day in Bristol

May 4 Potluck Luncheon held to help Pastoral Search Committee develop Church Profile
"Simple Suppers" also held to help develop Church Profile

May 11 Blanket Sunday (collection taken for CWS blankets), Celebration of Pentecost Sunday, the color red was worn by many

May 17 Broadway Benefit, Sanctuary

May 18 Spring disbursement of mission funds by the Material & Financial Aid Committee

May 19 ARC, "Three Cups of Tea", John and Amy Emerson's home

May 29 Vermont Conference Annual Meeting held at Castleton State College

Jun 3 Women's Fellowship Annual Meeting and Salad Potluck Luncheon held at the Home of Grace Barberis

Jun 8 Children and Youth Sunday service with the theme of "Peace", written on their t-shirts in different languages, Sanctuary
Inaugural planting session for the Youth Garden at the Nash Farm
Nursing Home Service held at Porter Health & Rehab by Board of Pastoral Care

Jun 12 Office space in Charter House rented to Building Brighter Futures

Jun 16 ARC, "Having a Mary Heart in a Martha World", 5-week discussion group

Jun 29 Baptisms of Alex and Nicolas Mazzeo during Morning Worship service

Jul 20 Morning Worship with The Rev. William Campbell and organist Mary Louise Varricchione-Lyon

Jul 27 Chagrin Falls, Ohio, Youth Group arrives at Charter House for a week's stay to work with HOPE doing repairs for low-income housing
Texas Falls Potluck and Hymn Sing

Aug 3 Former organist Wayne Schneider returns for worship service
Church receives qualification as "A Reading Church" from the State Women's Fellowship with 13 members reporting

Aug 17 "Blueberry Bash" held in Fellowship Hall, music provider by Shader-Croft band; funds raised help support the Kitchen Fund

Aug 31 Order for Time of Passage – A Farewell to Earl and Moira Fairhurst during Morning Worship service, with reception at Fellowship Hour in Fellowship Hall

Sep 7 Rally Day, Church School resumes; Choir sings after having the summer off
Women's Fellowship Cookbook Pre-sale begins, Fellowship Hall
Sunday School Parents' meeting held in Charter House

- Sep 14 Morning Worship with Rev. Bert Marshall, Church World Service Regional Director for Northern New England
Holiday Bazaar Quilt Raffle begins, Fellowship Hall
Nursing Home Service at Porter Health & Rehab
- Sep 15 & 22 ARC, Huston Smith video on Christianity and Judaism, that will set the stage for "The Faith Club"
- Sep 17 Holiday Bazaar Chairs' meeting, Charter House
- Sep 19 & 20 Fall Rummage Sale, sponsored by Material & Financial Aid Committee
- Sep 20 State Women's Fellowship Annual Meeting in Dummerston
- Sep 21 *Neighbors In Need* collection taken during Morning Worship service
- Sep 28 Choir Plus changes to the last Sunday of each month; bible presentations to third graders and Commissioning of Church School teachers
Cookbook Tasting Party during Fellowship Hour, Fellowship Hall
Youth Group helps make cider at Nash Farm
- Oct 5 CROP Walk held with many walkers from our church, "Feet" posted on bulletin board to show the number of walkers
- Oct 6 ARC, Huston Smith video on Islam to lead into "The Faith Club"
- Oct 7 Stewardship mailing goes out to members and friends
- Oct 8 Scheduling Summit held, Charter House
- Oct 12 Morning Worship with lay ministry leaders
- Oct 19 Budget Informational meeting after Morning Worship service, Sanctuary
Fall Addison Association meeting, Weybridge
Women's Fellowship program on mission service with the Manner family
- Oct 20 ARC, "The Faith Club", 7-week study group with Jackie Davies
- Oct 26 Music Sunday Worship service, Stewardship Sunday
Children's Fellowship Hour for parents, Charter House
Prospective members' meeting, Charter House
- Oct 29 Nominating Committee meets, Charter House
- Nov 2 Carpooling available for the winter months for worship services
Junior Choir begins rehearsal after Sunday School, Charter House
- Nov 8 Holiday Bazaar, Fellowship Hall
- Nov 9 Reception of New Members during Morning Worship service
Second Chance Sale held in Fellowship Hall
Confirmation Class, "Faith Matters", begins, Charter House
- Nov 22 Food for the needy collected in front of Shaw's, MNFC, and Greg's
- Nov 23 Harvest Table display for Morning Worship service
Pie Raffle by Grades 8-12 at Fellowship Hour to raise funds for The Giving Tree at HOPE; gifts were bought for teenagers
- Nov 30 First Sunday of Advent, candle lighters: The Karpak family
Alternative Gift Fair, Fellowship Hall
- Dec 1 Space rented to tenant for Mondays each week in Charter House
- Dec 2 Holiday Bazaar 2008 critique meeting, Charter House
Pianos tuned at Church
- Dec 3 Organ tuned at Church
- Dec 6 Greening Party held, sponsored by Board of Christian Development, wreaths and roping put up in Sanctuary
- Dec 7 Second Sunday of Advent Morning Worship, Junior Choir sings, candle lighters: Dick and Joan Weed
Orders taken for memorial poinsettias

- Alternative Gift Fair, Fellowship Hall
- Dec 9 Holiday Concert with the MUHS Choral Group, with reception following in Fellowship Hall, sponsored by Women's Fellowship
- Dec 13 Christmas baskets distributed by Board of Pastoral Care
- Dec 14 Third Sunday of Advent, candle lighters: the Connor family, Christmas Pageant, articles brought for The Giving Tree (socks, hats, mittens and scarves)
 "A Greater Gift" and Heifer Project sales, Fellowship Hall
 Nursing Home Service held at Porter Health & Rehab
- Dec 18 Material & Financial Aid Committee, Fall disbursement of funds, Charter House
- Dec 21 Fourth Sunday of Advent, candle lighters: Sunday School Grades 6 and 7
 "A Greater Gift" sale, Fellowship Hall
 Messiah Sing held in Sanctuary
- Dec 22 Community Lunch program begins, Mondays and Tuesdays at St. Stephen's, Wednesdays and Thursday in Fellowship Hall
- Dec 23 Poinsettias arrive for Sanctuary
- Dec 24 Family-style Christmas Eve Service held in Sanctuary
 Traditional Candlelight Service held in Sanctuary, with musical interlude one hour before service
- Dec 25 Informal Christmas Day service held in Sanctuary
- Dec 28 Morning Worship lay-led service, Sanctuary
- Dec 30 Pizza and Game Night for Grades 6-8, Charter House

WARNING
ANNUAL MEETING
Congregational Church of Middlebury, Vermont
January 25, 2009

The Congregational Church of Middlebury, Vermont, Inc. is hereby warned and notified to meet in Annual Meeting in the Church Sanctuary on Sunday, January 25, 2009, following the Service of Worship, to transact the following business:

1. To approve the printed minutes of the Annual Meeting of January 27, 2008.
2. To receive and act separately on the reports of the Church Treasurer and the Church's invested funds.
3. To receive and act on written reports of all other Church Officers, Boards, and Committees.
4. To act on the proposed Church Budget for 2009.
5. To receive the report of the Nominating Committee and elect officers, board and committee members for 2009.
6. To consider any other business which may properly come before the meeting.

Respectfully submitted,

Ruth Stewart, Church Clerk

**MINUTES OF THE ANNUAL MEETING
OF
THE MIDDLEBURY CONGREGATIONAL CHURCH
JANUARY 27, 2008**

The Annual Meeting of the Congregational Church, of Middlebury, Vermont, Inc was held on Sunday, January 27, 2008 in the Church Sanctuary, following the worship service. Moderator Russell Carpenter called the meeting to order at 11:10 AM and welcomed the group. He expressed thanks to the staff and volunteers who had willingly served during the year; 112 members were present. Prayer was offered by Pastor Jonathan New and the following business was transacted:

Article 1. To approve the printed minutes of the Annual Meeting of January 28, 2007 and the Special Meetings of March 4, 2007 and April 29, 2007. The motion was made by Peggy Rush, seconded by Ed Williams that the minutes be approved. So voted.

Article 2. To receive and act separately on the reports of the Church Treasurer and the Church's invested funds. Ed Williams explained the Treasurer's report. \$20,000 has been received from an anonymous donor to be used for design of a new facility. Dick Weed made the motion, seconded by Mona Rogers and so voted that we accept the Treasurer's report. Ed Williams made the motion, seconded by Al Stiles that we accept the report of the Church's Invested Funds.

Article 3. To receive and act on written reports of all other Church Officers, Boards, and Committees. Ron Cline made the motion, seconded by Bonnie Stevens, that we accept the reports. So voted.

Article 4. To act on the proposed Budget for 2008. Ed Williams explained the Budget and answered questions. John Smith made the motion, seconded by Al Stiles and so voted that we accept the Budget for 2008.

Article 5. To receive the report of the Nominating Committee and elect officers, board and committee members for 2008. Nancy Foster presented the list of nominees and made the motion the slate be accepted. Ed Williams seconded the motion. The Moderator called for a vote and the nominees were elected.

Article 6 To consider any other business which may properly come before the meeting. As there was no further business, the meeting adjourned at 12:00 noon.

Jonathan New gave a closing prayer, remembering those members who had died during the year. Grace was offered, after which we enjoyed a pot luck luncheon, hosted by the Women's Fellowship, in Fellowship Hall.

Respectfully submitted,

Ruth Stewart, Church Clerk

INTERIM MINISTER'S ANNUAL REPORT

Last year I had the daunting task of writing my Annual Report after only six weeks on the job. I offered my impressions of you, noting four qualities — resilience, resourcefulness, strength of spirit, and faithfulness — that I saw as I began my ministry with you. A year later, those first impressions have not only been confirmed but deepened.

Interim ministry is about helping congregations manage transitions. That work has occupied me throughout 2008, but nowhere more directly than in the pastoral search. Together, the Search Committee and I devised experiences to help the congregation reflect on its history and identity, and to gather information for the church profile. It was a joy to hear your depth of understanding about your past, to observe you reflect meaningfully on your current identity, and to witness your passion about those values, commitments, and beliefs that matter to you most. This process, as difficult and, sometimes, painful as it was, was yet another demonstration of your faithfulness. Your church profile is evidence of that faithfulness — as accurate and honest an example of a congregation's picture of itself as I have seen. I am confident that your dedication to the search process has helped prepare you for calling and receiving your next settled pastor.

Along with the particular tasks and goals of interim ministry, I have spent the second half of the year more fully attending to general pastoral duties as well as responding to newly arising ministry situations. I have enjoyed the "Faith Matters" Confirmation Class that I began this past fall, and look forward to more conversations with its youth participants about films and life, our beliefs and our faith. It has been gratifying to work with the Budget and Stewardship Committee to shape a stewardship campaign connected directly to a sense of our mission and in crafting a budget that is faithful to it. Though I have had mostly indirect participation in the emergency housing effort being hosted at Charter House this winter and the Community Lunches in which our church is now participating, I have again seen demonstrated this congregation's compassion and willingness to put its faith in action. I applaud these efforts as prime examples of what may be done when we band with other churches in our community. I also offer thanks on behalf of our congregation to the MTCC leaders who have largely been responsible for what has been accomplished, as well as for the on-going good work of transitional housing and Community Suppers which have been extended this year. I could mention other examples, but these are representative of a willingness to stretch our faith and to grow as persons, and of the energy, vibrancy, and health that are generally evident within our congregation.

Such vitality is also apparent through the ministry being supported and coordinated through our organizational structure. I have been particularly impressed with the following: the Board of Pastoral Care's on-going efforts to reflect on care-giving and how best to carry it out; the Board of Mission and Social Concerns' initiative to assess the church's efforts in these key areas and rethink what its role is in supporting them; the Board of Trustees' faithful attempts to come to grips with challenging facilities issues and an ever more difficult financial situation; the Board of Christian Development's diligence in evaluating progress toward the goals of the *Paths Report* as well as the staffing needs in the areas of children's and youth ministry; the good beginning the Board of Deacons has made on framing questions about how best to reflect the congregation's emerging progressive theology in our worship; the Board of Membership and Communications' continuing re-evaluation of how this still fledgling group can serve the congregation and its members; and the Pastoral Relations Committee's successful identification

of best practices and re-working its own job description in preparation for the arrival of the next settled pastor.

Knowing there is such a high degree of organizational health, in addition to the qualities the congregation possesses, gives me confidence that this church is well-positioned to meet current challenges. 2009 will be a difficult year for the church financially due to ever-increasing set costs (e.g., pastor's health insurance), anticipated one-time costs (e.g., pastoral relocation expenses), stress on church members' personal finances and ability to contribute financially, as well as the greatly diminished value and interest-generating ability of the church's investment funds. A particular challenge will be identifying new income sources (e.g., fundraising events) to fund the church's mission and ministry, in addition to meeting the fundamental need to increase church membership and broaden its giving base. A more generalized challenge is living into the identity, commitments, beliefs, and sense of call that you have described through the pastoral search process. Discussing these with one another and your next pastor, and keeping them before you in your Council, Board, and Committee meetings, will take time and attention. However, meeting this challenge well promises to increase congregational vitality, direct the church's mission and ministry effectively, and empower your new pastor to provide you with strong, healthy, and rich pastoral leadership.

Throughout the year I have felt blessed by a wonderful ministry team. Every staff member has consistently demonstrated competence and professionalism, energy and creativity, dedication and — most important — humor. I especially appreciate the support they've given me in my own ministry. I give special thanks to Joyce Foster for her daily commitment to keeping day-to-day church operations running smoothly and keeping me on the right track. I also thank Council and Board members, and chairpersons, for their hard work amidst the challenges of this transition period, and especially for enduring my questions and listening patiently to my thoughts. Here I add a special commendation to Search Committee members and their stellar co-chairs for their faithfulness to the search process, as well as for their forbearance when I offered observations and suggestions. I also offer a personal word of thanks to our Moderator, Russ Carpenter, for his devotion of time and attention, his quiet, behind-the-scenes approach, his steady and insightful leadership, and his realistic optimism and deep compassion. Finally, I thank you all for your on-going acceptance of me, trust in my pastoral leadership, and for the privilege of being able to minister to, with, and among you.

I look forward to a time of continued ministry in Middlebury, as we all await what is sure to be the happy result of a faithful pastoral search.

Respectfully and faithfully submitted,

Rev. Jonathan New, Interim Pastor

Pastoral Relations Committee

2008 has been a year of “research and development” for the Pastoral Relations Committee. Over the years the PRC has often been molded by the wishes of the Pastor. Our charge as outlined in the By-Laws bore little resemblance to what we had become. The group decided that we would spend this year developing a definitive committee description in preparation for the Settled Pastor. Interim Minister Jonathan New provided books, reference materials, personal insights, and directed us to on-line resources. Ed Williams and Russ Carpenter provided budget information and insights into past history. We used the *Vermont Conference Pastoral Relations* guidelines and personalized them to reflect the needs of our church community. In December, thanks to the combined efforts of Committee members, we have a PRC description to be presented to the Moderator and the Church Council.

Submitted Katharine Scribner, Chair,
Bonnie Stevens, Co-Chair, Thane Sandberg,
Joyce Haggarty, Frank Winkler and
Steve Bliss

PASTORAL SEARCH COMMITTEE

The Pastoral Search Committee began meeting in February, 2008 and has met weekly since. Three of our meetings have been with Pam Lucas, Associate Minister of the Vermont Conference. We wrote the required Profile of our congregation and church, with the help of many—from coffee hour discussions through Simple Suppers for the Search to chairs of boards and councils. That profile was posted on the national UCC web site along with our job opening on September 10. Since then we have received almost 50 ministerial profiles from men and women, gay, straight, young, experienced, varied ethnicity, east coast to west coast, border to border. Many are interesting to us; a few are exciting. We will continue to meet weekly in the new year, hoping soon to bring to the congregation a selection for our settled pastor.

We developed 12 criteria that we believe reflect our congregation's aspirations for a settled pastor, and these have guided us as we have reviewed candidate profiles:

Progressive Theology: A vision for Christianity in the 21st century that is consistent with our unanimously-voted Statement of Vision and Mission

Dynamic/Challenging Preacher: Ability to challenge and stretch us (sometimes moving outside our "theological comfort zone") with church services and sermons that demonstrate "a love of truth that is a sincere desire to understand how the world is and our place in it."

Presence in the Pulpit: Ability to speak with genuine passion, to deliver a sermon directly without relying heavily on reading from notes, and to use occasional humor.

Spiritual Ministry: Ability to facilitate personal and congregational spiritual growth.

Human Interaction: Personal warmth and human interaction that is a model for our being welcoming to all.

Collaborative Leadership: Leadership style that assumes a partnership and collaboration between the pastor and church leaders.

Living Faith and Social Action: Inspiring the congregation to serve the needs of those in our church family, in our surrounding community, and in a world where justice and peace and care for the environment are quite possibly prerequisites to human survival.

Christian Education: Making education of our children, youth, and adults an important priority.

Rapport with Children & Youth: Genuine enjoyment of children and youth.

Pastoral Care: Meeting the needs of members facing crisis, illness, infirmities, or loss.

Membership Growth: Growing church membership, including expanding its diversity (e.g., socio-economic & ONA diversity) by practicing unconditional acceptance and hospitality.

Stewardship Growth: Ability to inspire giving and to support the work of the Stewardship and Budget Committees.

The Search Committee is grateful for the extensive input and the warm support we have received from church members.

Margaret Carothers (co-chair), John Emerson (co-chair), Adrienne DeLaney, Peter Karpak, Nick Marshall, Diane Munroe, Peter Nelson, John Wallace.

CHURCH COUNCIL REPORT

We were blessed during 2008 with uninterrupted staff changes, while we faced unexpected deteriorating economic conditions and facility repairs.

Council accepted the resignation of Victor Nuovo, Theologian in residence on March 26. Victor wrote "this is an unusual position for any church and as I'm sure you know, it was based on a special relation between Tinus and me: an intellectual kinship and friendship between us that I shall always cherish."

Complimenting ourselves would be appropriate as we fulfilled all proposed missions, increased our pass-through giving, completed a temporary fix of the front steps to our church, assisted the Pastoral Search Committee with the updated church profile, and were able to balance the 2008 budget. All of this was accomplished through the continued help and support from church members, boards, committees, staff and friends.

Council approved the Meeting House Bicentennial Committee: Nancy Rucker, chairman, Barbara Wells, Glenn Andres, Jonathan New, and Maureen Williams on October 8, 2008.

For a complete and detailed account of actions taken, progress made and topics in progress, I encourage you to read all of the individual board reports.

Council is appreciative of the cooperation from All Boards with regards to the change in regular meeting times. This change has allowed us to meet earlier in the month with more timely financial information.

Looking forward to 2009, which will be a busy turning point in the life of Middlebury Congregational Church. We will bid goodbye to our Interim Minister, Jonathan New and welcome a new settled minister (to be determined) with radical hospitality. The weekend of May 29-31 will be engrossed with the Bicentennial celebration of "The Meeting House" (our church building). We will continue to explore and collaborate with "fun" fundraising activities to assist with satisfying our proposed church budget deficit. Ongoing research and discussion will prevail regarding long-term solutions to our front step problems.

Just as "a spoonful of sugar helps the medicine go down", so does the continued teamwork between board members, committee members, volunteers, church members, financial supporters and staff, allow us to successfully carry on God's work.

Thank you one and all!

Russell C. Carpenter, Church Moderator

PERSONNEL ADVISORY COMMITTEE

The Personnel Advisory Committee (PAC) was authorized by the Church Council on June 23, 2004 at the same time that the council adopted the Personnel Policies. PAC has three members, each serving 3-year terms on a staggered basis. Members for this year have been Bonnie Stevens, Dottie Neuberger and David Hallam.

During this year PAC had no agenda or requests for clarifications and therefore did not meet.

David Hallam, Member (2008)

CHURCH HISTORIAN

On 1809 the congregation of the Church of Christ in Middlebury celebrated the dedication of its Meeting House in the village of Middlebury. Planning for the celebration of the 200th anniversary of this historic event by the congregation of The Congregational Church of Middlebury, U.C.C. is well under way. The Meeting House Bicentennial Committee has been at work (see their report).

Over the years our treasured building has received loving care and preservation, as well as change, from many generous and talented individuals. Planning for exhibits includes some who will be honored for their contributions and services. It has been the privilege of the Historian to help the search, at the Henry Sheldon Museum, for original documents and published material to share. Former historians have left valuable stories, the most complete of which is the book, A BICENTENNIAL HISTORY, by Stephen A. Freeman.

Barbara A. Wells
Church Historian

MEETING HOUSE BICENTENNIAL REPROT

In 2009 we will celebrate the bicentennial of the building, and we plan to emphasize our historic place in Middlebury. Events that are planned include exhibits of historic documents, photographs, and artifacts in the church and the Sheldon Museum, a concert drawing in musicians from the church, community, and college, and a weekend celebration of our 200 years. The completed building was dedicated on Sunday, May 31, 1809 and we will recognize that event on Sunday, May 31, 2009.

The committee in charge of planning consists of Glenn Andres, Jonathan New, Nancy Rucker, Barbara Wells, and Maureen Williams. If you have questions or suggestions for our celebration, please contact one of us.

Nancy Rucker, Chairperson

EARTH JUSTICE MINISTRY GROUP

Report of 2008 Activities

2008 featured connecting members of our congregation with information about the wealth of events on environmental topics that are hosted in our local community and region. We also became a member congregation with Vermont Interfaith Power and Light, supported under the auspices of the Board of Missions and Social Concerns after approval by Church Council at their April 2008 meeting.

- Regular Presence in Newsletter: The EJM has maintained a regular presence in *Church Matters*, the newsletter of our church. We've shared environmental "tips," web resources of interest, and information about environmental lectures / events open to the community.
- Became a Member Congregation with Vermont Interfaith Power and Light: Vermont Interfaith Power and Light (VTIPL) seeks to facilitate a faith-based response to climate change, and is a Vermont chapter of the larger, national Interfaith Power and Light movement. Their mission is to:

“educate faith communities and individuals about the threat that global warming presents to Creation and Earth, and to engage communities of faith in promoting energy conservation, energy efficiency, and renewable energy as a solution. The goal of the organization is to move Vermont's faith communities toward sustainable energy use and reduction of greenhouse gas emissions, while living out our covenant with the Creator.”

They support member congregations in the areas of energy conservation, energy efficiency, and the use of renewable energy by providing workshops, energy audits, speakers for religious services, and programs for faith communities. Member congregations also receive a monthly newsletter via e-mail and gain access to VTIPL's lending library of books and DVDs.

- Carpool Networks: Preliminary groundwork was completed at the end of 2008 for establishing carpooling / ride-sharing networks, both for environmental benefits and for the additional benefit of helping people get to church who might not otherwise be able to. Linda Hadley updated our community map and assisted Diane Munroe with survey work in *Church Matters* and the weekly Sunday bulletin.
 - Planning for 2009: This winter, the EJM may get involved with the Vermont Energy and Climate Action Network (VECAN) if the town on Middlebury is selected as one of the pilot communities in the state. VECAN will be working with Efficiency Vermont to conduct a pilot projects working with community volunteers to directly install low-cost energy saving measures in Vermont homes and educate Vermonters about ways to reduce energy costs.
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BOARD OF DEACONS

What a difference a year can make! The year 2007 was a year of transition and change for the church. Our settled pastor accepted a call elsewhere, our organist resigned to accept a position much closer to home, and we were still in search of a choir director. The Deacons went into “red alert” mode and in September Jessica Allen became our choir director and her husband Jeff Buettner became our organist. Thanks to the hard work of the Interim Minister Search Committee, by the end of 2007 the Rev. Jonathan New had started as our interim pastor. Having these key positions filled by three very capable individuals has freed the Deacons to carry out their more “usual” duties and to begin an analysis of the various parts of the worship service that will warrant more discussion with our new settled pastor in 2009.

As part of our Deacon duties we have: prepared and served monthly communion, recruited lay readers, ushered at Sunday morning services as well as for funerals and memorials, collected the monthly food shelf offering, and arranged to have the church bell rung. We have worked closely with our interim minister, Jonathan New, to minister to the spiritual interest of the church and the community by helping to plan and coordinate worship services.

The Texas Falls hymn sing and pot luck organized by the Deacons and held in July drew a smaller number of singers than in the last few years (because of the non-stop rain that plagued Vermont this past summer) but those that did attend were treated to an unusual and appreciated return of sunshine! This year, in keeping with the tradition of alternating the Maundy Thursday service between the Methodist Church and our church, we hosted the service at our church. This service was led by Jonathan New and featured some of our members as lay readers.

Jessica Allen as choir director and Jeff Buettner as organist have brought new energy and excitement to our music program. As a result, the number of choir singers is increasing and the congregation appreciates their wonderful contributions to our services each Sunday. Jessica and Jeff organized the very successful “The Hills Are Alive” Broadway benefit which was held on May 17, 2008. The proceeds from this event were split between the church’s music program and general programs of the church. They also worked with the choir to present in October a rich musical offering on Music Sunday which this year was also Stewardship Sunday. Jessica also has formed a junior choir that has attracted six young ladies that have already shared their musical talents with the congregation. In recognition of Jessica’s contributions to the music program that have extended far beyond those of a choir director, the Church Council approved a recommendation from the Deacon’s Music Committee that Jessica’s title be changed to music director.

Also on the musical front, the handbell choir that began two years ago continued to attract new participants. The congregation has enjoyed the contributions and the enthusiasm that the handbell choir has shared with us. Rumor has it that there are plans to start a youth bell choir soon!

During the past year, the Deacons have enjoyed the assistance of our youth and children in the Sunday morning worship services. Several of our church’s youth have served as lay readers and many children have helped by handing out bulletins and welcoming people as they enter the sanctuary. This cooperative effort between the Board of Christian Development and the Board of Deacons has brought us closer to achieving some of the goals stated in the Final Report of the Task Force on Our Church’s Future. More than that, it has been fun! We have appreciated their assistance and we look forward to their help during the upcoming year.

In closing, I would like to thank all of the members of the Board of Deacons: Debbie Deering, Gail Regan, Dick Cramton, Shannon Gleason, Jeff Munroe, Alice Munson, Jim Wright, David Manner, Nancy Rucker, TJ Springthorpe, and Ruth Stewart. It has been a privilege to work with each of you individually and as a group. Joyce Foster, our office manager, deserves thanks for her assistance and for helping me to stay on top of things. I also want to mention our facilities manager, Mal Chase. Simply put: he is a pleasure to work with!

As I go off the Board of Deacons I can truthfully say that being a Deacon for the past three years has been a joy without exceptions. It's nice to know that the Deacons will go on and I wish them the best as they face the joys, concerns, surprises, and challenges that 2009 will undoubtedly offer.

Respectfully submitted,
Thane Sandberg, Chair

MUSIC DIRECTOR'S REPORT

The choral music programs of The Congregational Church of Middlebury were very active this year, involving adults and youth of the church and extending musical opportunities to community members as well.

Plans for a Broadway Benefit Concert with proceeds directed to support music and community outreach programs of the church began in January, and by April over 30 singers from church and community began meeting together for Saturday rehearsals. The evening of Broadway took place on Saturday, May 17, 2008 at 7:00 PM and was very well attended. More than \$900 was raised through donations at the event and ultimately over \$1,000 was raised, supplemented by gifts that continued to come in afterward as well as in-kind donations to the event.

The Second Annual Music Sunday took place on Sunday, Oct. 26, 2008 and was filled with choral and handbell music with the theme of a hope greater than one's self. The service included music by Brahms, and several folk and Spiritual selections.

Youth choristers participated in three services throughout the year; Palm Sunday, Music Sunday and the second Sunday of Advent, which was the debut performance of the new Junior Choir started in November 2008 that is six members strong and growing.

The Christmas Eve Prelude was extended to an hour of music this year, from 6:30-7:30 PM on Wednesday, Dec. 24, 2008 and was filled with both singers and instrumentalists from the church and community. Amy Emerson and Mal Chase did a wonderful job helping to get instrumentalists involved and the choir and organist committed extra time to this event as well. In all there were 31 people performing, some for the first time in our church. In addition, an adult choir of 20 performed an introit and two anthems during the 7:30 PM service.

The church's harpsichord was tuned in late December 2008 and played during the 4:00 PM Christmas Eve Service on Wednesday, Dec. 24 and on Sunday, Dec. 28 during the service.

Mal Chase will send a comprehensive report of the activities of the handbells in 2008, and I look forward to the flourishing of this and all other music programs of the church in 2009.

Jessica Allen, Music Director

Bell Choir for 2008

A bell choir for the Congregational Church was established in the fall of 2006. Starting with a group of 8 ringers for two octaves of bells, we have increased in size to three octaves and 12 ringers. Since our beginning, not only have the bells been refurbished, but also the range extended to cover three octaves, bell cases were purchased with donated monies for storage and handling of the three octaves of bells, and a two octave set of youth's bells were purchased. We also have the five bells for the lower end of a fourth octave, but we do not have the seven bells for the upper portion of the fourth octave. We normally play the prelude and possibly the offertory for the Sunday morning worship service three times a year; including during the Advent Season and during the Lent Season. Our next goal in bell ringing is to purchase mallets for use with the bells.

We owe many thanks to Ida and Carol Washington (Weybridge Bells), Jeri Bergdahl (AGEHR – Area 1, Vermont), and Carol Campbell (Circleville Presbyterian Church Bell Choirs in Circleville, OH), all of whom helped get us started and taught us the basics in bell ringing.

Mal Chase
Bell Choir Coordinator

BOARD OF PASTORAL CARE

The mission of the Board of Pastoral Care is to minister, provide, assist and visit our house bound church members. Throughout the year, our board strives to carry out these duties in a variety of ways.

We have assisted Reverend New in providing the quarterly services at Helen Porter Rehab and Nursing Home facility. Christmas baskets were filled and delivered to twenty church family members. The Baskets had lots of special homemade touches. A special thanks to Joyce Foster for the homemade Jelly and to all of the Children who helped with the homemade cards. Meals have been provided when needed for members who might be experiencing temporary difficult times in their lives. Cards of encouragement, bereavement and special occasions are sent regularly.

We continue to distribute flowers and plants following the Sunday Service as well as the plants placed in the sanctuary for special occasions such as Easter and Christmas.

It is always a pleasure to recognize those in their 80th birthday with lunch at an area restaurant, or to deliver a plant, flowers or birthday cake in honor of their special day. The board is always available to provide receptions for funerals or other occasions. We sincerely appreciate the support from the Women's Fellowship and the many generous offers of cookies, set-up and clean-up help from members of the congregation.

Robin Bentley and Donna Carpenter
Co-Chairs

BOARD OF MEMBERSHIP AND COMMUNICATIONS

This year Pastor Jonathan New has worked with the Board of Membership and Communications to develop our awareness of the different aspects of being a welcoming church using study aids and discussion. We plan to continue this work in 2009.

Ongoing duties of the board have included communication both within and without our congregation. Norm Hadley continues as our webmaster and Linda Hadley continues to provide reminder email messages. Diane Munroe, along with Leanna Maglienti, continues to edit and produce *Church Matters* each month. Proofreading of *Church Matters* and the weekly bulletin has been done by Cathy Chase and Linda Hadley. Our board also took over the responsibility of finding greeters for Sunday service. The bulletin boards are undergoing some changes and updates as we focus on carpooling and ride assistance. We hope church members will use this map to better get to know their church neighbors.

In coordination with the Search Committee, Community Suppers were held in the spring to enable the Search Committee to have in depth conversations with members of the congregation. This fall we welcomed 4 new members to our congregation. Information meetings were held with Jonathan and the new member biographies are featured in *Church Matters*.

Along with Jonathan, several members met with residents at the Lodge at Otter Creek to acquaint them with our church. Diane Munroe prepared the photo-based power point presentation.

Diana Cotter and Maureen Williams, Co-Chairs

Cathy Chase, Linda Hadley, Leanna Maglienti, Diane Munroe, Sharon Saronson

BOARD OF MISSIONS AND SOCIAL CONCERNS

Members: Grace Barberis, Glenna Emilo, Jean Fifield, David Hallam, Carol John, Will Nash, Mona Rogers, and John Smith

Going off the board: Grace Barberis, Will Nash, John Smith

Since the advent of some of our new programs in the church that fit the category of "missions" such as the community suppers, and the Middlebury Transitional Housing , and now the "soup " lunches, our board decided to take some extra time (we met on Mondays at lunchtime once a month) to decide " what are we supposed to be doing??" This effort was led by John Smith and David Hallam. John typed up a working copy of our objectives and we worked through it piece by piece. Many times, Jonathan New joined and lent us his support. After this activity we decided to take more time and research the charities we have been giving to and see if there should be any changes. David Hallam also constructed a clear data base on what our church gives in missions as a whole unit. Mona Rogers than typed our final copy of our Missions Road Map. This will be available for anyone to read.

These are the special programs that the board supported in 2008:

PINS (Partners IN Service with the State offices of "children and families) auction : This year the auction was co-chaired by Glenna Emilo and Jean Fifield with help from Grace Barberis, Jo Cole, and Linda and Norm Hadley. Our Church raised \$3,135.50 for scholarships for foster children to attend summer programs in Addison County.

One Great Hour Of Sharing: Letter written to congregation by Will Nash. \$ 1,970 was donated.

Summer Lunch Program at Mary Hogan school: We attended monthly meetings, and filled out a grant from the Vermont Conference which sent a donation to the program. Children were served breakfast and lunch and had a wonderful program of summer activities. This is a great program for the children of Addison County.

CROP WALK: This year Patty Hallam was the county coordinator and they had a successful walk.

Neighbors in Need: \$ 1,670 was donated by the church.

1300 pounds of food was collected from grocery stores by David and Jo Cole and Jennifer Smith's Sunday School families to go to HOPE. Thanks for your effort!!

Christmas Eve plate collection: \$1,016 was collected and will go to HOPE for food and fuel.

David and Patty Hallam have co-founded a wonderful, very-needed project called "Henriette's Relief Project" which has a mission save lives, relieve human suffering, and bring hope for a brighter future to people in developing countries. This project provides food, medicine and education to some of the children of the Congo. We voted unanimously to include this project in our giving. There will be a presentation of this effort in the near future.

Monthly food donations given by our generous congregation are thankfully received and delivered to HOPE. Some members choose to donate with cash and this amounted to \$2,852.

Another new idea that has been started by David Hallam this year is doing some mission moments in

the beginning of the service to keep our congregation up to date on our efforts in their behalf.

Many thanks to our board members for all their good work.

Jean Fifield, Chair of Missions and Social Concerns

**Middlebury Congregational Church
Board of Missions & Social Concerns**

**Budget Allocations: 2008
2008 Budget**

Date

12/31/2008

| | |
|----------------------------|----------------|
| Previous Yr Christmas Fund | \$1,014 |
| Council | \$6,986 |
| Basic Amount | <u>\$8,000</u> |
| Music Fundraiser | \$456 |
| Total Budget | \$8,456 |

Organization

Amount

| | |
|--------------------------------------|---------|
| 2007 Christmas Fund (HOPE) | \$1,104 |
| HOPE (ACCAG) | \$1,600 |
| Camp Agape | \$100 |
| Addison County Parent/Child Center | \$350 |
| Hospice Volunteer Services | \$300 |
| John Graham Shelter | \$250 |
| Mary Johnson Children's Center | \$350 |
| Planned Parenthood | \$300 |
| Leicester Summer Camp | \$100 |
| Women Safe | \$300 |
| MTCC Shelter | \$1,000 |
| MTCC Suppers | \$1,000 |
| Vermont Interfaith Power & Light | \$100 |
| Addison County Home Health & Hospice | \$200 |
| Addison County Habitat for Humanity | \$300 |
| Clergy Rent Deposit Fund | \$400 |
| Discretionary | \$200 |

Return to Church

\$502

**Total Committed
Balance Available**

**\$8,456
\$0**

MIDDLEBURY TRANSITIONAL CARE COALITION, INC.
Housing Projects

The Middlebury Transitional Care Coalition, Inc (MTCC) was founded by members of our church in 2005 as the entity originally set up to manage the financial and legal aspects of the shelter home at 39 N Pleasant Street and the Community Suppers. As a result of initiatives taken by this church, the broader Middlebury faith community, and Middlebury College, MTCC has expanded its outreach program to include the Community Lunches and Charter House emergency housing. These new initiatives were a response to the growing economic crisis and the sharply increasing number of individuals and families who need a helping hand. The Community Supper and Community Lunch projects are discussed elsewhere in this annual report.

Support from the broader community for MTCC programs increased dramatically in 2008. Members of the congregation and community donated well over 2000 hours supporting the transitional/emergency housing projects. Activities included furnishing apartments and the living quarters in Charter House, keeping facilities in good repair, refurbishing apartments between residents, grant writing, fund raising, building/financial management, and resident support. Members of the congregation, the Mission Board, and Women's Fellowship contributed over \$10,000 in 2008. Many hundreds of items for furnishing MTCC apartments and Charter House have been donated by members of the congregation and community including furniture, linens, and basic supplies. Additional financial support has come from other organizations/churches and individuals in Addison County, including United Way, St. Stephens, Memorial Baptist Church, the Methodist Churches of Middlebury and E. Middlebury, and the Champlain Valley Unitarian Universalist Society. Two major gifts from supporters of the housing programs totaled \$120,000. In September of this year MTCC was awarded a \$10,000 CERF Grant.

These projects are a partnership of MTCC, our and other churches in Middlebury, and the Vermont Agency for Human Services. Since the first offering of apartments in October 2005, MTCC transitional/emergency housing has provided safe haven and shelter for over 50 families. The structure, security, and financial base these apartments provide enabled over 90% of these families to graduate to their own stable housing.

The operating expenses of MTCC in 2007 were \$51,990. The Agency for Human Services, State of Vermont Housing, and residents provided income of \$55,494. The Agency for Human Services has committed to support this project at comparable levels through at least 2012. All 5 apartments at 39 North Pleasant have been in continuous use since early 2007.

In September of this year MTCC purchased the building it has been leasing at 39 N Pleasant Street, and is now undertaking a number of upgrades to the building. The MTCC housing program ended 2007 with a balance of \$6,403.63 in its operating account and had \$16,162 remaining in its fund for building purchase and upgrades.

Doug Sinclair

COMMUNITY SUPPER PROGRAM

This year has been another busy year for the Community Suppers, a component of the Middlebury Transitional Care Coalition. We served 52 meals this year, utilizing the Charter House for the weekend of the Church Bazaar. While the quarters were a little cramped for the 93 guests, everyone was very gracious and things went amazingly well. There have been 30 different groups and organizations that have provided meals.

Our church has produced eight meals as well as assisted some of the other groups. We are regularly serving around 90 people at the site and doing about 30+ take-outs. Music provided by several members of our church and other talented members of the community makes a very real difference and a special thank-you goes to Mal, Mike, Natalie, Jeff and Jessica. A regular clean-up crew has also eased the workload for many groups.

At Pat Chase's suggestion we began to offer servings of cereal to the guests, and the "Breakfast on Us" program is now up and running well. We give out between 25 and 40 bags each Friday night. The diversity of our many guests continues to make the evenings interesting and fun, and we are very grateful to our guests and the many people of the church who help in so many different ways. We could not do this without the generous support of our church community!! Especially noteworthy are the contributions of Pat Chase; and Diana Cotter and Ginny Sinclair are on call whenever needed.

Sincerely,
Dottie Neuberger, Coordinator

BOARD OF CHRISTIAN DEVELOPMENT

After listing and prioritizing 87 items relating to Christian Education in PATHS: The Final Report of the Task Force on Our Church's Future, the BCD began 2008 with a plan of action. Several items were immediately initiated while we spent over four months on the number one priority: a full-time Director of Christian Education. *“Task Force Recommendation: That the educational recommendations of the Action Plan Team Reports, particularly those with reference to children and youth, be given top priority in staffing and financing for the next three years.”* *“Task Force Recommendation: That the position of Director of Children's Ministries become full-time.”* (both on page 3 of the PATHS Report.) Rev. New was most helpful in guiding us through this process which culminated in a presentation of our proposal to Church Council on April 30th. Council received the proposal, placing it on hold until our settled pastor arrives, and approved additional hours for our Director of Children's Ministries.

Of the 48 remaining items which we had given priority for implementation within the first year, we made progress with many items. (For example: communication with parents and congregation; children and youth taking part in the worship service; children's choir; opportunities for children and youth in community service; and discussion of curriculum.) We ran out of time and staffing support to do others. (For example: adults “Adopt a Child” within the congregation; field trips for youths; children's bell choir; and analysis of curricula in light of the PATHS Report).

In August the Board held a day-long retreat for the teachers and Board members which provided time to reflect on some of the big questions, set some policies, discuss some intergenerational ideas, and set the stage for similar discussions in the future.

This fall the BCD began planning a Harry Potter Vacation Bible School for late June of 2009. Although the curriculum and part of the needed staffing are in place, the future of this VBS is still uncertain. We welcome your ideas, time, and energy in implementing this intergenerational fun experience for many church members.

The Board especially thanks Jen Smith and Scott Atherton for their work with the children and youth of our church. Scott stepped down from the DYM position at the end of December and we are most grateful for his years of enthusiasm and good humor. The high school youth will continue their confirmation activity with Rev. New through much of the spring, and will then have other planned activities. Jen will continue to work with the middle school youth and elementary children. When our new pastor is settled, we expect to revisit the Christian education staffing issue.

I sincerely thank the members of the Board of Christian Development for their dedication to our children, youth, and adult education ministry. You have made the difficult times easier, and the rewarding times most enjoyable.

Amy Emerson, Chairperson

DIRECTOR OF YOUTH MINISTRIES

During my tenure as Director of Youth Ministries, I have envisioned the activities of the group as being focused on four primary components:

- Social: music, films, readings, trips, outdoor activities, cooking and eating together, etc.
- Spiritual exploration: to explore issues of spirituality and what it means to each of us. Part of this might include learning about other faiths and forms of worship by inviting speakers to talk with us, attending services of other religions, etc.
- Community involvement: giving back to our community, such as doing literacy work with younger children, visiting the elderly at Helen Porter, working with Habitat for Humanity, visits to homebound members of the congregation, etc.
- Global awareness and citizenship: to develop an awareness and appreciation of cultures other than our own, and of our responsibility as citizens of the planet to care for its well-being and our fellow human beings. Activities might include readings and discussion, viewing films, inviting speakers to give presentations, getting involved in international causes (Heifer Project, Habitat, raising funds to sponsor a child in need abroad, etc.), a trip to Montreal to visit ethnic neighborhoods and sample various cuisines, etc.

During 2008, the Youth Group took part in a number of activities that have become regular events: we made sub sandwiches for congregation members on Super Bowl Sunday; helped with the younger children at the church Easter party; and walked in the annual Relay for Life cancer fundraiser and awareness night at the College. In October, members of the group participated in the annual CROPWalk fundraiser. Two games nights were held, one in January and another in November; both were generously hosted by Rick and Sara Marshall. A bowling outing to Burlington was held in May for the younger members of the group. Bibles were presented to the seniors graduating high school who had participated in the past confirmation class with Tinus. And the Carothers once again hosted a cider-making afternoon at Nash farm in the fall, an event loved by all who participated. Other events were planned but did not materialize due to lack of interest: attendance continues to be a challenge for the group, as it is for most church youth groups in the area.

In an attempt to address this issue, and to set realistic and achievable goals for the group, the Board of Christian Development at their annual retreat in 2007 suggested the following goals for the group, which we pursued during 2008:

- 1) in an attempt to more meaningfully involve children and youth in worship service, in cooperation with the deacons, two youth members (one younger, one older) will assist the deacons each Sunday in their tasks of preparing and setting up for worship service;
- 2) on the final Sunday service of each month, a youth will serve as the lay reader for that service;
- 3) in an attempt to involve the youth more regularly in service opportunities, we will canvass our elderly congregation members to create an “inventory” of small repair tasks they need help with; members of the youth group will visit the elders to help them with such tasks.

The results have been mixed but with some success: youth members assisted the deacons on a fairly regular basis in the preparations for service, although there admittedly was some “drop

off”, particularly among the older youth members, toward the end of the year. We have been successful in having a youth serve as the lay reader at the final service of each month. And attempts

were made to assist our elderly congregation members with minor repair tasks at their homes: on two occasions the youth group director telephoned our elders and asked if the youth could assist them with any tasks; but on both occasions, no assistance was requested (either there were no tasks or the elder had family already assisting them).

The major project for the youth group took place during the summer, ironically, as the group traditionally is not active during the summer recess. Peter Carothers and Diane Munroe, in their work with the church's Earth Justice Ministry, suggested the youth group establish a community garden for the purpose of raising produce to be donated to the Community Supper program and to the HOPE foods shelf. In doing so, the group would learn about gardening, the environment, how food is produced, and the benefits of local foods while providing an important community service. After discussion with the youth group members, Peter and Muffin Carothers, and other interested members of the congregation, we decided to undertake the project.

Peter and Muffin kindly created a new garden bed on Nash Farm for the youth community garden, which made the project possible. A planting party was held early in the growing season in which youth group members and parents came and assisted in the planting of various crops. Early in the project, it was decided to expand the age range to include 5th and 6th graders in addition to the 7th-12th graders as we felt this would be a project that could appeal to the younger kids (and provide the garden with valuable additional labor!). Essential to the success of the project would be regular participation by youth group members and families to maintain the garden: early on, with the weeding, and later with the harvesting and delivery of the produce. Results, not surprisingly, were mixed: families signed on to work in the garden for a week at a time, and for the most part this occurred, though there were times when the garden was unattended. It must be acknowledged that Peter and Muffin put in an extraordinary effort to keep this project moving forward, and we are all deeply grateful to them for their time and generosity – it literally could not have happened without them. By late summer, large quantities of produce were harvested on a regular basis and delivered to the Community Suppers and to the Emergency Food Shelf at H.O.P.E. All in all, the project was a success, though issues of coverage and commitment to working in the garden will have to be addressed if we are to repeat the project in 2009.

In the fall, the youth group director, in discussion with his counterpart at the Weybridge Congregational Church, discovered that the Weybridge group had adopted the theme of food and hunger for exploration for the upcoming church year. It was decided that the two groups would try and meet together on occasion, and to plan joint activities together on this theme, as both groups face the issue of declining participation; and the issue of food and hunger segued nicely from our recently-concluded youth garden project.

We had planned to meet together either once or possibly twice a month during Sunday School, alternating between our church and theirs; but this has not happened as much as we'd have liked due to the difficulty in coordinating schedules. However, the 8-12 grade class has been discussing the theme of food and hunger in their classes, including an in-class viewing of the film "The Red Wagon: Facing Hunger". The group also had planned to spend a weekend in May

2009 at the Heifer Project's Overlook Farm in western MA and to invite our Weybridge friends: a tentative reservation was made but then cancelled due to the increased fees charged by Heifer and the downturn in the economy.

In closing, as I conclude my tenure as youth group director, I wish to extend my gratitude to the congregation for its invaluable support of the group --- it is deeply appreciated and extremely important. Thank you for all you've done, and continue to do, for our youth.

Best wishes for a peaceful and joyous 2009,
Scott Atherton

DIRECTOR OF CHILDREN'S MINISTRIES

Many new and exciting things were tried this year as well as continuing on with some well-loved traditions.

In August I attended a retreat with the Board of Christian Development and the teachers to discuss church school curriculum. This was well attended and many good ideas surfaced from the meeting.

In September we had 40 children enroll in our church school program. A meeting for parents was held after church to discuss the program and answer any questions/concerns that parents might have. Our teachers this year were: Pre K/K- Jenny Djupedal and Rachel Connor, 1/2 grade- Cindy Marshall, 3/4 grade- Jill Ruffa, 5-7 grade Steve Abbott, 8-12 grade Alison Joseph. All classes met every Sunday during Church Service.

In October 3rd graders received bibles and teachers were commissioned. I also met with several new families and made phone calls home to touch base with them. A Children's Coffee Hour was held in Charter House to introduce the parents to the teachers, visit the classrooms and allow the children to guide their parents around their school. With the guidance of our Choir Director, Jessica Allen, all the children performed a song in church for Music Sunday.

In November our church school was visited by 3 members of the bell choir. They introduced themselves and taught the children how to use the children's bell set. A lot of interest was generated among the children to start their own bell choir. Mal Chase will lead this new venture. On November 6 I attended a daylong workshop at the UCC Vermont Conference Center in Randolph. It was a great opportunity to meet other people working in the field of children's ministries as well as see all the resources available. With the assistance of Dave and Jo Cole, about 8 families help collect food for HOPE during the holiday food drive. On November 23 Alison Joseph and the 8-12 grade class held a pie raffle which raised \$162. Alison and the students took the money and went shopping in town for children in need at the HOPE Christmas Giving Tree. Starting in November and ending with a performance in December Jessica Allen worked with 8 children who joined the newly formed Junior Choir.

In December several children who attended the Greening Party helped make Christmas cards for the baskets that go home to our homebound members. Our well-honored traditional Christmas Pageant was held on December 14. All children in grades Pre K-4 were given a copy of a Christmas book titled Room for a Little One. All children in grades 5-8 received a personal journal with a weekly prayer listed in the front of it. All children in grades 8-12 received a small book of psalms and proverbs from the New Testament and a woven bookmark with a cross on it. The 6/7 graders raised \$620 selling items for the Heifer International Christmas Sale. A pizza and game night was held for the Junior Youth Group (grades 6-8) on December 30 at Charter House.

Miscellaneous items that have occurred throughout the year include:

- Decorating classrooms and bulletin boards
- Taking pictures of children at different events
- Sending birthday cards to each child
- Organizing the Youth Deacon Program for grades Pre K-12
- Raising \$920 for Heifer International Project
- Writing and delivering a children's message every third Sunday
- Consulting with the Interim Minister, Jonathan New, about the confirmation class
- Attending some of the confirmation classes
- Attending church council meetings and delivering a report
- Attending Board of Christian Development meetings and delivering a report
- Creating Grab Bags for children to use when no church school is being offered
- Holding monthly teacher's meetings
- Working with teachers on curriculum and ordering needed supplies
- Organizing parent volunteers and substitutes

Respectfully submitted,
Jennifer H. Smith
Director of Children's Ministries

Board of Trustees Annual Report

Officers for 2008: Chairman: Ron Rucker
 Vice Chairman: Dave Cole
 Secretary: Michele Brown
Other members Adrienne Delaney, Peggy Rush, Derwin Stevens, Alice Wright Jim
 Wright, and ex officio Mal Chase

The two areas of responsibility for the Board of Trustees are the endowed funds and the facilities. Actions and concerns of the Board in 2008 are as follows:

1. The endowed funds have shown a major decrease in 2008 due to a third quarter downward turn in the stock market.
2. A single payment of \$45,000 from the invested funds to the operating budget was made in the fall, as the money was not needed earlier. This was not advantageous with regard to severe market fluctuations and it was agreed that payments should occur on a strictly quarterly basis in the future.
3. An endowment oversight subcommittee was formed and met regularly to review the investments relative to the guidelines the Trustees established a number of years ago. A method was devised by which designated bequests are to be allocated each December.
4. The trustees undertook two major revisions of all Named Funds in the Fiscal Account. The first revision separated the gifts into two categories: one from which only income can be distributed; the second from which both income and/or principal can be distributed. These categories were based on the extensive work by Janet Winkler a number of years ago and will be useful in making sure each donor's wishes are followed.
The second revision was to update each donor's gift to its current market value as of 12/31/2007. Lacking detailed information from past years, the Consumer Price Index (CPI) was used to update the values. This method accounted for the date of the original gift and its value when given. These updated values will be used to determine the percentage of income and disbursements that will be associated with each gift for accounting purposes.
The Fiscal Account listing of Named Funds incorporates both of these revisions.
5. The Trustees are working on a planned giving program to present to the congregation. This has not been completed yet.
6. Many building maintenance projects for the Church and the Charter House, including a new lock system, were conducted and/or supervised by Facilities Manager Mal Chase with guidance by the Trustees. Details appear in the Facilities Manager's report.
7. It was determined that the front steps and entry deck of the Church are in need of replacement. A temporary fix was made to render them useable in the near term. This work made it clear that substructure and the side walls are failing. The Trustees received late in the year an estimate of the design and engineering costs for a new entry structure, from Smith Alvarez Sienkiewicz Architects.
8. The Trustees reviewed and revised substantially upward the fees for non-members' use of the Church and Charter House facilities.
9. With the repayment completed of the loan from invested funds for the steeple painting in 2005 the Trustees recommended to the Council that the income from the cellular communications antenna in the steeple be directed to the painting and maintenance reserve funds of both buildings, rather than solely to the steeple.

10. Late in the year, a proposal to provide short-term emergency housing this winter in unused space at the rear upstairs of Charter House was approved. Arising from an extraordinary spirit of cooperation among several area churches and with the involvement of the Middlebury Transitional Care Coalition and the State Agency of Human Resources, the Board felt that this venture was at the heart of our mission as a caring church.

Ron Rucker, Chair

FACILITIES MANAGER'S REPORT

Although there was much maintenance work performed by contractors this year, a large amount of work accomplished in the Church and Charter House was greatly facilitated by the help of numerous volunteers. The willingness of these 'angels' to help in various chores makes the tasks so much easier to handle.

The following list highlights several of the more important accomplishments in our Church community during the year 2008:

1. Several lighting problems within the Church and Charter House were corrected this year; in particular, the back offices of Charter House on the first floor, and the lights in the Library / Class Room at the Church.
2. The painting of the exterior of Charter House was scheduled for this year, but was postponed due to the work needed on the front deck and stairs of the Church. The front stairs and risers failed during the month of February. A temporary fix is in place and should meet our needs for two years.
3. The Library / Classroom underwent a thorough cleaning this past summer. The two closets within were also cleaned and painted; all items stored in these closets were examined, and then repacked or discarded.
4. The upright freezer in the 2nd kitchen consistently gave us problems this year; it now has a high temperature alarm on it so that we can more quickly detect possible failure of the compressor; it is also on a separate electrical circuit.
5. The lower gutter on the Seymour Street entrance to Fellowship Hall was removed; it is consistently destroyed by the snow and ice in the winter and really did not help with any rain water flow during the rest of the year.
6. The gutter on the north side of Charter House was replaced and the down spout relocated; hopefully this will reduce the dampness in the corner of the patio area as well as carry rain water further away from the building; alas, the snow and ice destroyed this gutter in mid December.
7. The installation of four new hinges on the swinging front doors of the Church has greatly reduced the drafts in this area during the Sunday Morning Worship Services; wooden 2x4s at the base of the doors also help reduce the draft.
8. All batteries in the two facilities are replaced annually.
9. The Church was thought to have been hit by lightning during a storm in the month of August; there was no fire detected within the building.
10. There is a continued upgrade for energy efficiency (lights, pipe insulation, and window / door / fire place heat leaks). An additional effort was made on the weather stripping around the three front doors.
11. The re-keying of the Church and Charter House has been completed. It has saved significant amounts of time in manually having to unlock and lock doors as well as greatly reduce the number of metal keys in circulation. Perhaps, more importantly, all the door latches now work well and do not need constant readjustment.
12. The fire department was called to our facilities twice this year; once for overheating in one radiator due to a sticky float in the boiler (Charter House) and once for a possible lightning strike (Church).

During December, we unfortunately had a run of three leaky radiators in Charter House; although the radiator connections were fixed, it was determined that the floor under the radiators had badly deteriorated so that the floor was patched. We also found three areas in the basement where the insulation had fallen out of place and was permitting significant drafts of outside air into the building.

Mal Chase
Facilities Manager

REPORT OF THE BUDGET & STEWARDSHIP COMMITTEE FOR 2008

As in past years, the Budget Committee was composed of our Pastor, Moderator, Facilities Manager, Treasurer, Financial Secretary, Board of Trustees Chair, and Co-chairs. Jean Fifield was also asked and agreed to serve on this committee. The Budget Committee also functioned as the planning group for our 2009 Stewardship Campaign. Each of these folks would be happy to answer any questions you might have concerning the budgeting process*.

Development of the 2008 operating budget proceeded quite smoothly. Our projected pledge income was \$6,650 *more* than the amount received in 2007. It was therefore anticipated that along with meeting all our commitments, we could provide a 3% salary increase for our paid staff members, and, in addition, budget \$5000 for Pastoral Search related costs.

At our January 2008 Annual Meeting, the proposed budget was approved as presented.

During the year, we experienced several developments which had a negative impact our operating budget. The growing surplus of office space in the Middlebury area resulted in previously rented spaces in Charter House remaining vacant...an income loss of over \$12,000. Our pre-buy heating oil costs increased 57%, from \$2.55 per gallon in 2007 to \$4.00 for 2008. Temporary repairs of our church building's front steps and deck also required an unexpected expenditure of over \$9,000.

In dealing with these setbacks, our membership demonstrated generosity, determination, and a positive spirit of commitment toward the financial support of our church and its missions. As an example, even in the midst of this year's economic uncertainty, a supplementary fund raising effort raised nearly \$8,500 to assist in the purchase a residence for our transitional housing program.

With the exception of contributions to our Buildings Improvement & Painting Reserve Funds, we were able to pay all of our bills and meet our financial commitments.

Our 2009 Stewardship Campaign was conducted around the theme that the work of our church makes a difference; in our lives, in our community, and in the world beyond.

In putting together the 2009 proposed budget, inputs were sought from our Facilities and Office Managers, from each of our Boards and Committees, and from the congregation at large.

During the Sundays of October, as part of the worship service, church members presented messages from the pulpit on what the church has meant in their lives. An informational meeting concerning the 2009 budget was held after worship services on Sunday, October 19th. Appeals to support the campaign were made in Church Matters, in messages from the pulpit, and in the informational packets sent out to each church member. As a follow-up, personal contacts were made by the Stewardship Committee to church members who had not responded to the initial solicitation.

An ambitious pledge goal of \$192,000 was set for the 2009 campaign. We fell somewhat short of achieving that mark. At the writing of this report (Dec. 30th) 127 pledges have been received, along with a \$ 3,000 commitment from the Women's Fellowship, totaling \$185,561. In considering this shortfall, it should also be noted that the average annual pledge increased from \$1,398 for 2008 to \$1,461 for 2009. Based upon the above, our 2009 pledge goal was adjusted to \$187,000 to reflect our current pledge receipt projections.

We express our deepest gratitude to all those who have worked so diligently in this very challenging arena of budget planning and execution. We are most appreciative of the faithful and generous support that our church community has provided, both to our annual pledge drive and to the several special fund-raising initiatives conducted this year.

*Budget and Stewardship Campaign Committee

Russ Carpenter, Mal Chase, Jean Fifield, Jonathan New, Ron Rucker, Peggy Rush, Ed Williams, and Mary Williams

THE WOMEN'S FELLOWSHIP

The 2008-2009 year has been, and will be, a busy time for committees and other volunteers of the Women's Fellowship. The Fall and Winter Rummage Sale; the Blueberry Fest; the new Church cookbook and the tasting held one Sunday at Fellowship Hour, a chance to sample different recipes from the cookbook; and the Holiday Bazaar and Luncheon held in November.

We thank Moira Fairhurst for the beautiful quilt she made for the Bazaar.

In October, we sponsored a Sunday Evening Family Program presented by the Manner Family, telling about their work in New Mexico and Mexico, helping people in need. We thank them for sharing their experiences with us.

We enjoyed the MUHS Choral Christmas Program held in our Church. Refreshments were served to all. We are glad that they look forward to coming next year.

Events coming up:

- Potluck Luncheon after the Church Annual Meeting on January 25, 2009,
- A Dessert Buffet is planned during February at Fellowship Hour,
- Annual Spring Rummage Sale,
- We have been invited in June, to have our Annual Picnic at the home of Grace Barberis.

Thank you to the Committees and the many volunteers.

Marion Cartland, President

WOMEN'S FELLOWSHIP FLOWER FUND

During much of the year, and especially at Christmas and Easter, the Sanctuary is decorated with fresh flowers and blooming plants, made possible by the generous contributions from church members who honor and remember loved ones in this way. The special Harvest Table in November is prepared by Ruth and Bernard Stewart. Members of the Flower Committee, who choose and arrange the flowers in all seasons, are Joan Weed, Mona Rogers, Heather Viens, Penny Campbell, and Barbara Wells. Income from endowment designated for this purpose, and from the Women's Fellowship Treasury help to meet the expenses.

Thank you to all who continue to help this significant program of the Women's Fellowship.

Respectfully submitted,
Barbara A. Wells,
Flower Coordinator and Treasurer,
Women's Fellowship Flower Fund

**WOMEN'S FELLOWSHIP
 CONGREGATIONAL CHURCH, MIDDLEBURY, VT
 TREASURER'S ANNUAL REPORT, MAY 31, 2008**

| | |
|-----------------------------------------------|-----------|
| CASH BALANCE NOW Account May 31, 2007 | \$3654.94 |
| RECEIPTS: | |
| Bank Interest | 6.02 |
| Rummage sales: | |
| Fall-07 | 811.36 |
| Spring-08 | 797.50 |
| Rummage sales-Round Robin & Neat Repeat | 82.50 |
| Share Our Joy offering | 38.17 |
| Equal Exchange coffee donations | 68.00 |
| Bazaar | 8177.86 |
| From Emergency Fund | 900.00 |
| Reimbursement change for events | 1209.00 |
| Total RECEIPTS: | 12090.41 |
| DISBURSEMENTS: | |
| For Congregational Church: | |
| Budget | 900.00 |
| Pastoral Care | 316.45 |
| Emergency Fund | 443.03 |
| Library | 124.34 |
| Equal Exchange coffee | 245.50 |
| First aid kits | 62.30 |
| Choir stands | 100.00 |
| Labaree (kitchen) | 142.10 |
| Reception | 24.99 |
| One/half restaurant coffee pot | 150.00 |
| Women's Fellowship Program | |
| Treasurer's Stipend | 75.00 |
| Vt. Women's Fellowship newsletter | 19.00 |
| Office supplies | 82.63 |
| Bazaar expense | 1848.77 |
| Change for events | 1209.00 |
| Memberships: | |
| Addison County Church Women United | 15.00 |
| UCC Women in Mission | 65.00 |
| Donations & Gifts: | |
| MUHS Choral Group | 50.00 |
| Share Our Joy offering | 38.17 |
| WF of Vt. Conf. of UCC | 125.00 |
| Christian Century magazine for Ilsley Library | 49.00 |
| Material & Financial Aid: | |
| Missions-local & global | 5000.00 |
| School kits postage | 10.00 |
| Total DISBURSEMENTS: | 11095.28 |
| CASH BALANCE NOW Account May 31, 2008 | 4650.07 |

FUND BALANCES:

| | |
|--------------------------|---------|
| General Fund | 1206.77 |
| Labaree (kitchen) | 782.00 |
| Material & Financial Aid | 1428.45 |
| Kitchen Improvement | 1030.61 |
| Library | 202.24 |
| TOTAL | 4650.07 |

EMERGENCY FUND(3/31/08) 708.88

MONROE-BECKWITH FUND

(original investment \$3,186 in 1956;

\$3000.00 from Monroe Fund, \$186.00 from Beckwith Fund)

Savings Certificate: 3000.00

Savings Acct. interest accumulation 2619.39

Note: Latter for women in need.

Rebecca Fifield
Treasurer

**WOMEN'S FELLOWSHIP
MATERIAL and FINANCIAL AID COMMITTEE
Report of 2008 Donations to Missions**

Homeland Ministries

| | |
|------------------------------|-------|
| Back Bay Mission | 50.00 |
| Bethany Children's Home | 50.00 |
| Charles Hall Youth Services | 50.00 |
| Emmaus Homes (3 homes) | 50.00 |
| Ryder Hospital (Puerto Rico) | 50.00 |

Vermont

| | |
|----------------------------------------|--------|
| VT Conference Scholarship Fund (camp) | 50.00 |
| Camp Daybreak (VT Assn. Mental Health) | 150.00 |
| Minister's Christmas Fund | 100.00 |

Local

| | |
|--------------------------------------------------|---------------|
| Addison County Home Health & Hospice Inc. | 150.00 |
| Emergency Food Shelf (HOPE) | 850.00 |
| Fuel Fund (HOPE) | 775.00 |
| Mary Johnson Children's Center | 75.00 |
| Community Suppers | 350.00 |
| Christmas Shop (Volunteers for Community Action) | 200.00 |
| John Graham Shelter (HOPE) | 300.00 |
| Addison County Hospice Volunteer Services | 100.00 |
| Women Safe | 100.00 |
| Court Diversion | 100.00 |
| Habitat for Humanity of Addison County | 350.00 |
| Elderly Services Program | 150.00 |
| Parent-Child Center | 100.00 |
| Bethania Kids (Bob Granner – India) | 75.00 |
| MTCC (transitional housing) | 450.00 |
| Magicians Without Borders | 100.00 |
| Open Door Clinic | <u>125.00</u> |

| | |
|-------|-----------|
| TOTAL | \$4850.00 |
|-------|-----------|

The women on the Board of the Material & Financial Aid Committee (a branch of the Women's Fellowship) kept busy raising money for our mission giving this past year. This small committee does a big part in raising money for our mission giving. Two successful rummage sales were held in April and September realizing a profit of \$1,665. We also receive a portion of the Holiday Bazaar profits.

Five School Kits were assembled by the women for Church World Service. They were delivered to Bristol to be loaded on a truck to be taken to the warehouse in Maryland. These kits are distributed throughout the world where needed.

We were able to donate \$4,850 toward our mission giving. We donate to UCC Local Ministries, Camp Daybreak for Mental Health so children can go to camp. The majority of our money goes toward local programs, including Community Suppers and Transitional Housing. We plan for Blanket Sunday in May, however the money goes through the Church mission giving.

Committee members are: Marion Cartland, Ruth Stewart, Edith Olmstead, Barbara Wells, Marty Smith, Becky Fifield, Kathleen Cone, and Chair Alice Munson.

Respectfully submitted,
Alice Munson, Chair

REPORT OF MEMBERSHIP

Church Membership, January 1, 2008, including 2 Associate Members 277

Gains during 2008 7

New Members - By Transfer: Nathan Brusius
Catherine Chase
Virginia Ruth Heidke
Ruth Penfield
Affirmation: Charles Jakiela
Leonard Tiedemann
Reaffirmation: Stacy Brusius

Losses: 7
By Death:
Donald H. Ballou
Fletcher Roy Brush
Helen Ross Patterson

Transfers:
Donald Hunt
Sylvia Robison (Inactive / Associate)
Anne Severy
Erin Severy
Nathaniel Severy
Seaver David Wright III (from Inactive File)

Moved to Inactive By Board of Pastoral Care: 13

Active Church Membership, December 31, 2008 264

Baptisms:
Baker John Nelson
Alexander William Mazzeo
Nicholas Anthony Mazzeo

Ruth Stewart, Church Clerk

NOMINATING COMMITTEE 2008 REPORT

We would like to nominate the following members of our church to serve in these positions:

NOMINATIONS

| POSITION | NOMINEE | TERM ENDS JAN. |
|-----------------------|--------------------|----------------|
| Moderator | Russ Carpenter | 2010 |
| Clerk | Ruth Stewart | 2010 |
| Treasurer | Mary Williams | 2010 |
| Auditor | Marion Cartland | 2010 |
| Auditor | Robin Bentley | 2010 |
| Historian | Barbara Wells | 2010 |
| Church Delegate | Charlotte Chase | 2010 |
| Church Delegate | Jackie Davies | 2010 |
| Church Delegate | Mal Chase | 2010 |
| Alternate Delegate | Larry Rogers | 2010 |
| Youth Delegate | | 2010 |
| Church Council | Thane Sandberg | 2012 |
| Trustees | | 2011 |
| | Katharine Scribner | 2012 |
| | Allison Stanger | 2012 |
| | Len Tiedemann | 2012 |
| Deacons | Russ Carpenter | 2012 |
| | Bill Perkins | 2012 |
| | | 2012 |
| | | 2012 |
| Pastoral Care | Diana Cotter | 2012 |
| | | 2012 |
| | Becky Fifield | 2012 |
| | Sharon Saronson | 2012 |
| Christian Development | Steve Abbott | 2011 |
| | Jeff Ellison | 2012 |
| | Sara Marshall | 2012 |
| | Pat Sheffert | 2012 |

| | | |
|--------------------------------|------------------|------|
| Mission & Social Concerns | Ron Rucker | 2011 |
| | Diana Scholl | 2012 |
| | James Wright | 2012 |
| | | 2012 |
| Membership & Communications | Pat Chase | 2010 |
| | Nancy Foster | 2012 |
| | Larry Rogers | 2012 |
| Nominating Committee for 2009: | | |
| Trustees | Adrienne DeLaney | |
| Deacons | Nancy Rucker | |
| Pastoral Care | Donna Carpenter | |
| Christian Development | Liz Robinson | |
| Mission & Social Concerns | Jean Fifield | |
| Membership & Communications | Cathy Chase | |
| At-Large | Mary Jo Champlin | |
| At-Large | Norm Hadley | |

Respectfully Submitted,

| | |
|------------------|---------------|
| Donna Carpenter | Diana Cotter |
| Mary Jo Champlin | Jackie Davies |
| Debbie Deering | Jean Fifield |
| Norm Hadley | Ron Rucker |

2009 CHURCH LEADERS CURRENTLY SERVING

Revised 2.6.09

| <u>Position</u> | <u>Name</u> | <u>Terms End Jan.</u> |
|--------------------|-----------------|-----------------------|
| Moderator | Russ Carpenter | 2010 |
| Clerk | Ruth Stewart | 2010 |
| Treasurer | Mary Williams | 2010 |
| Auditor | Marion Cartland | 2010 |
| Auditor | Robin Bentley | 2010 |
| Historian | Barbara Wells | 2010 |
| Church Delegate | Charlotte Chase | 2010 |
| Church Delegate | Jackie Davies | 2010 |
| Church Delegate | Mal Chase | 2010 |
| Alternate Delegate | Larry Rogers | 2010 |
| Youth Delegate | | 2010 |

| | | |
|-----------------------|-----------------|------|
| <u>Church Council</u> | Thane Sandberg | 2012 |
| | Robert Champlin | 2011 |
| | Sara Marshall | 2010 |

Pastor- Jonathan New
 Moderator- Russ Carpenter
 Clerk- Ruth Stewart
 Treasurer- Mary Williams

Board Chairs

| | | |
|-----------------|-------------------------|------|
| <u>Trustees</u> | Katharine Scribner | 2012 |
| | Len Tiedemann | 2012 |
| | | 2012 |
| | Peggy Rush | 2011 |
| | Derwin Stevens | 2011 |
| | James Wright | 2011 |
| | Michele Brown | 2010 |
| | Adrienne DeLaney | 2010 |
| | Dick Cramton | 2010 |

| | | |
|----------------|---------------------|------|
| <u>Deacons</u> | Russ Carpenter | 2012 |
| | Bill Perkins | 2012 |
| | Janet Winkler | 2012 |
| | | 2012 |
| | David Manner | 2011 |
| | Nancy Rucker | 2011 |
| | TJ Springthorpe | 2011 |
| | Ruth Stewart | 2011 |
| | Shannon Gleason | 2010 |
| | Jeff Munroe | 2010 |
| | Alice Munson | 2010 |
| | Jim Wright | 2010 |

| | | |
|----------------------|---------------------|------|
| <u>Pastoral Care</u> | Diana Cotter | 2012 |
| | Becky Fifield | 2012 |
| | Sharon Saronson | 2012 |
| | Jackie Davies | 2012 |
| | Charlotte Chase | 2011 |
| | Carole Cummings | 2011 |
| | Patty Hallam | 2011 |
| | Pat Sheffert | 2011 |
| | Robin Bentley | 2010 |
| | Kay Bussiere | 2010 |
| | Carol Chatfield | 2010 |
| | | 2010 |

| | | |
|------------------------------|---------------------|------|
| <u>Christian Development</u> | Jeff Ellison | 2012 |
| | Sara Marshall | 2012 |
| | Pat Sheffert | 2012 |
| | Steve Abbott | 2011 |
| | | 2011 |
| | Liz Robinson | 2011 |
| | Nicole Foster | 2010 |
| | Heather Viens | 2010 |
| | Meg Wallace | 2010 |

| | | |
|--------------------------------------|---------------------|------|
| <u>Mission & Social Concerns</u> | | |
| | Diana Scholl | 2012 |
| | James Wright | 2012 |
| | | 2012 |
| | David Hallam | 2011 |
| | Mona Rogers | 2011 |
| | Ron Rucker | 2011 |
| | Jean Fifield | 2010 |
| | Carol John | 2010 |
| | Glenna Emilo | 2010 |

| | | |
|----------------------------------------|-------------------------|------|
| <u>Membership & Communications</u> | | |
| | Nancy Foster | 2012 |
| | Larry Rogers | 2012 |
| | | 2012 |
| | Cathy Chase | 2011 |
| | Maureen Williams | 2011 |
| | | 2011 |
| | Linda Hadley | 2010 |
| | Leanna Maglienti | 2010 |
| | Pat Chase | 2010 |

Nominating Committee

| | | |
|--------------------------------|------------------|------|
| Trustees | Adrienne DeLaney | 2010 |
| Deacons | Nancy Rucker | 2010 |
| Pastoral Care | Donna Carpenter | 2010 |
| Christian Dev. | Liz Robinson | 2010 |
| M & S Concerns | Jean Fifield | 2010 |
| Membership & Communications | Cathy Chase | 2010 |
| At-Large | Mary Jo Champlin | 2010 |
| At-Large | Norm Hadley | 2010 |

Personnel Committee (appointed by Ch. Council)

| | | |
|--|------------------|------|
| | David Hallam | 2012 |
| | Dottie Neuberger | 2011 |
| | Bonnie Stevens | 2010 |

Pastoral Relations Committee (appointed by Ch. Council)

Terms ends Dec.

| | | |
|--|----------------|------|
| | John Emerson | 2011 |
| | Jackie Davies | 2011 |
| | Joyce Haggarty | 2010 |
| | Thane Sandberg | 2010 |
| | Steve Bliss | 2009 |
| | Bonnie Stevens | 2009 |

Budget & Stewardship Committee

| | |
|----------------|--------------|
| Russ Carpenter | Mal Chase |
| Ron Cline | Jonathan New |
| Ron Rucker | Peggy Rush |
| John Smith | Ed Williams |
| Mary Williams | |

Pastoral Search Committee (appointed by Ch. Council)

| | |
|-------------------------------------------------|--------------|
| John Emerson and Margaret Carothers (Co-Chairs) | |
| Adrienne DeLaney | Peter Karpak |
| Nick Marshall | Diane Munroe |
| Peter Nelson | John Wallace |

Building Preservation and Development Committee

| | |
|---------------|--------------------|
| Ron Rucker | Katharine Scribner |
| Glenna Emilo | Mal Chase |
| Ed Williams | Ron Cline |
| Betty Thurber | Russ Carpenter |

Investment Committee

| | |
|----------------------------------|----------------|
| Peggy Rush (Chair and Secretary) | |
| Bob Champlin | Ron Cline |
| Mark Gleason | Derwin Stevens |