

2011 - THE YEAR AT A GLANCE

- Jan 2 Worship service with Communion (youth and children assisting), Sanctuary (first Sunday of the month); service being taped for showing on Middlebury Community Television.
Fellowship Hour in Fellowship Hall after service
Confirmation Class meets monthly in Charter House piano room
- Jan 4 Community Lunch program in Charter House dining room
Tuesdays, Wednesdays and Thursdays each week (Mondays at St. Stephens Episcopal Church)
- Jan 5 Board of Mission and Social Concerns meets monthly at noon
- Jan 6 First Thursday Fix-it Crew, Fellowship Hall (volunteers repair/remove/clean/install items).
Adult Choir rehearsal (every week)
MCCC meeting, C.H. conference room (meet as needed)
- Jan 7 Community Supper in Fellowship Hall (held weekly)
- Jan 9 Adult Bell Choir rehearsal, Sanctuary (rehearses 2nd, 3rd, and 4th Sunday)
Simple Suppers for Six listings posted in Fellowship Hall
Junior High Youth Group officers met to decorate F.H. bulletin
Senior High Youth Group meets at least twice a month with Pastor Andy
- Jan 12 Staff meeting, Charter House conference room
- Jan 16 Junior Bell Choir and Junior Choir (rehearse every week Church School meets)
Pakistan presentation/discussion with Timothy Cummings
- Jan 17 ARC, Charter House piano room (3 week session)
- Jan 19 Prayer Circle (meets every other month)
MACA (Middlebury Area Clergy Assoc.; meets monthly at different sites)
- Jan 20 Men's Lunch Group, Rosie's restaurant (meets monthly)
Habitat for Humanity, Charter House Gr. 5/6 classroom (meets monthly)
- Jan 23 Prospective New Members meeting, Charter House
- Jan 30 Food Shelf collection during worship service (taken the last Sunday of every month); Annual Meeting; Potluck Luncheon, Fellowship Hall
Junior High Youth Group met for games and snacks (meet bi-monthly)
- Feb 2 All-Boards meeting (every month).
Separate Board meetings (Deacons, Pastoral Care, Membership & Communications, Christian Development, Trustees) held before and after All-Boards each month.
- Feb 3 *Church Matters* (newsletter mailed out each month)
- Feb 5 *Mothers Without Borders* Sew-a-thon, Fellowship Hall
- Feb 6 Guest pastor Rev. Diana Scholl
Superbowl Subs made and sold by Senior Youth Group
Pictorial Directories from *Olan Mills* available
Board of Membership & Communications, Sanctuary
Adult Service Trip to New Orleans (through Feb 12)
- Feb 9 Church Council, Charter House Gr. 5/6 classroom (meets monthly)
- Feb 13 Reflections on Adult Service Trip during worship service
Board of Christian Development, Sanctuary

Feb 16 Prayer and Peace Gathering, Charter House Andy's office (meet 2nd and 4th Wednesday of the month)

Feb 27 Paper Church Directory available
Appreciation Celebration for Rev. Diana Scholl, Fellowship Hall

Mar 8 Investment Committee (meets as needed)

Mar 9 Ash Wednesday Service, Sanctuary, including *Faure Requiem*

Mar 13 Worship Service, Baptism
Quarterly Nursing Home Service at Porter Health & Rehab, sponsored by the Board of Pastoral Care

Mar 14 Bible Study with Pastor Andy (six-week session)

Mar 16 Scheduling Summit held, Charter House Gr. 5/6 classroom

Mar 20 Teachers' meeting, Charter House conference room (held as needed)
Armchair Visit to the Ukraine, Fellowship Hall, (Jeff Buettner and Jessica Allen)
Family Night Out, Fellowship Hall and Charter House

Apr 3 *One Great Hour of Sharing* collection received during worship service
Addison Association meeting, Vergennes Congregational Church

April 15-16 Spring Rummage Sale, Fellowship Hall

Apr 16 MCCC furniture collection, Charter House

Apr 17 Palm Sunday; Procession of the Palms by the Church School during opening hymn; Church School Baked Goods raffle

Apr 21 Maundy Thursday Service at Methodist Church

Apr 22 Good Friday Service at St. Stephens Episcopal Church

Apr 24 Easter Sunrise Service; Easter Morning Worship Service, with lilies and tulips on the altar

Apr 30 MCCC Barbeque to celebrate another successful housing season, Charter House

May 1 Holocaust Remembrance Service, Middlebury College

May 8 Blanket Sunday (collection taken for CWS blankets)

May 11 Approved purchase of AED (Automated External Defibrillator)

May 14 Horse Traders fundraising concert for Senior High Youth Group Trip to Washington, D.C. (held at the American Legion)

May 23 ARC, four-week book discussion, Charter House piano room

Jun 3-5 Vermont Conference Annual Meeting at Castleton State College
Several boxes of books donated to Mt. Holly's transitional housing for women with alcohol/drug problems who have just been released from prison. BMSC sponsored

Jun 5 Children and Youth Sunday worship service; Cookbook group provides special Fellowship Hour

Jun 8 Women's Fellowship Annual Meeting and Salad Potluck Luncheon held at the home of Mona and Larry Rogers

Jun 15 Holiday Bazaar initial planning meeting held, Charter House dining room

Jun 26 Rabbi Ira Schiffer, guest pastor
Garden tools donated for farm-to-garden program
Senior High Youth Service Trip to Washington, D.C.

Jul 3 Reflections on Senior High Youth Service Trip during worship service;
Confirmands received as new members

Jul/Aug House meetings held to update the wish list for a church addition
Declared "A Reading Church" by Adventures In Reading program

Jul 10 Rev. James Calvin Davis, guest pastor, for worship service
 Jul 12 Italian Dinner fundraiser for P.I.N.S., Fellowship Hall
 Sep 4 and 11 Special collection taken for Hurricane Irene victims
 Sep 11 Rally Day for Church School
 Church School Barbeque at the home of Andy and Gwen Nagy-Benson
 Interfaith Candlelight Vigil held on the Town Green
 Sep 19 ARC, five session exploration of Judaism, Islam, Buddhism, and
 conservative Christianity, Charter House dining room
 Sep 23 and 24 Fall Rummage Sale, Fellowship Hall
 Sep 25 "Neighbors In Need" offering taken
 Outreach Raffle begins
 Oct 2 34th Annual Addison County CROP Walk; \$2,768 was raised by our
 church
 Oct 9 Special music from Dwieuke Davidov; Stewardship Moment
 by Barbara Wells
 Oct 16 Stewardship Moment by Allison Stanger
 Oct 22 Jazz Trio Concert and Raffle Drawing, Sanctuary
 Oct 23 New Members received; Stewardship Moment by Margaret and Peter
 Carothers
 Oct 29 Clothing Swap, sponsored by BCD, in Fellowship Hall
 Oct 30 Music Sunday and Stewardship Sunday
 Nov 1 Community at Charter House begins
 Nov 3 P.I.N.S. fundraiser at American Flatbread, BMSC sponsored
 Nov 5 Holiday Bazaar, Fellowship Hall and Kitchen
 Lunch served 11:00 a.m.-1:00 p.m.; piece of pie/coffee or tea offered for
 sale all day long; horse wagon rides offered outside
 Nov 6 Second Chance Sale held in Fellowship Hall; quilt raffle drawing held
 Nov 14 Holiday Bazaar Wrap-up meeting, Charter House Gr. 5/6 classroom
 Nov 19 Food for the needy collected in front of Shaw's, MNFC, and Greg's
 by volunteers from 9:00 a.m.-4:00 p.m.
 Nov 20 Special Music by Diana Fanning; *Neighbors In Need* collection taken;
 Harvest Table Display for worship service; Junior High Youth Group Pie
 Raffle held to buy gifts for the Christmas Giving Tree
 Nov 22 Interfaith Thanksgiving Service, held at the Methodist Church;
 Organ tuned for Advent
 Nov 26 Outside wreaths hung at Church and Charter House
 Nov 27 First Sunday of Advent; candle lighter: Kathryn Benson (Middlebury
 College student '13); Alternative Gift Fair
 Nov 30 Four-week Bible Study with Pastor Andy, Fellowship Hall
 Dec 1 Wreaths, roping, and tree placed in the Sanctuary
 Dec 4 Second Sunday of Advent; candle lighters: 3rd/4th grade Church School class;
 Collected hats, mittens, gloves, scarves, and sock for the needy (all
 month); Alternative Gift Fair: Habitat
 Dec 7 Holiday Concert with the MUHS Chorus, with reception following
 in Fellowship Hall, sponsored by the All Church Fellowship
 Dec 10 Christmas Baskets distributed by BPC members
 Dec 11 Third Sunday of Advent; candle lighters: Larry and Mona Rogers;
 Alternative Gift Fair: Habitat; water.org; Christmas Crafts
 Dec 17 Poinsettias arrive for Sanctuary

- Dec 18 Fourth Sunday of Advent; candle lighters: Joe, Jennifer, Harper and Spencer Smith; Alternative Gift Fair: 10,000 Villages; Christmas Crafts; *Messiah* Sing
- Dec 24 Family-style Christmas Eve Service with Christmas Pageant held in Sanctuary; candle lighters: Kristen Andrews and Jeff Ellison, Kaela, Rosemary, Paul and Rhiannon; Traditional Candlelight Service held in Sanctuary, candle lighters: John and Amy Emerson, Norman and Edith Olmstead, and Jay Emerson
- Dec 25 Christmas Day worship service with Pastor Andy, Sanctuary

WARNING

ANNUAL MEETING

CONGREGATIONAL CHURCH OF MIDDLEBURY, VERMONT

JANUARY 29, 2012

The Congregational Church of Middlebury, Vermont, Inc, is hereby warned and notified to meet in Annual Meeting in the Church Sanctuary on Sunday, January 29, 2012, following the service of worship to transact the following business:

1. To approve the printed minutes of the Annual Meeting of January 30, 2011.
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 the written reports of all other Church Officers, Boards, and Committees.
4. To act on the proposed Church Budget for 2012.
5. Report from the Building Committee
6. To receive the report of the Nominating Committee and elect officers, board, and committee members for 2012.
7. 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 CONGREGATIONAL CHURCH OF MIDDLEBURY, VT
JANUARY 30, 2011**

The 2010 Annual Meeting of the Congregational Church of Middlebury, VT., Inc was held in the Church Sanctuary following the service of worship on Sunday, January 30, 2011. 83 members were present. Moderator, Russell Carpenter called the meeting to order at 11:11 AM, and noted that we had a good year under the leadership of our Pastor, Andy Nagy-Benson, and there had been no staff changes during the year. A round of applause came from those in attendance. Thanks were expressed to the Officers, Board, and Committee Members for their dedication and service.

The following business was transacted:

Article 1. To approve the printed minutes of the Annual Meeting of January 31, 2010. Robert Foster made the motion, seconded by Jean Fifield that the minutes be accepted. So voted.

Article 2. To receive and act separately on the reports of the Church Treasurer and the Church's Invested Funds. Peggy Rush made the motion, seconded by Diana Cotter, that the reports be accepted. So voted.

Article 3. To receive and act on, written reports of all other Church Officers, Boards, and Committees. Ed Williams made the motion, seconded by Bonnie Stevens that the reports be accepted. So voted.

Article 4. To act on the proposed Church Budget for 2011: David Cole made the motion, seconded by Charles Jakiela that we accept the proposed budget. Ed Williams, Budget Director, spoke and asked if there were questions.

Russell announced that if the budget passed, he would like us to do some major fund raising to make up for the deficit budget. He has 8 volunteers to serve on a Fund Raising Committee and they are planning to meet on Wednesday to plan Fund Raising.

Bonnie Stevens offered an amendment, seconded by Louise Wright, that the Budget be approved and the Budget Committee look at the Budget in 6 months and see how we are doing. It was voted to approve the budget and the amendment.

Article 5: To vote on the following: The congregation rescinds their earlier votes, regarding minimum endowment balances of \$50,000 in the Bowles Account and \$100,000 in the Fletcher Account to return them to equal accessibility for church budget support. The motion was made by Ed Williams and seconded by Joan Weed, to accept the item. Discussion followed. The donors had made no restrictions on the balances maintained. It was voted to pass the Article.

Article 6: To vote on the following SENSE OF BODY RESOLUTION: The congregation endorses in spirit the guidelines set forth in the document "The Church's Endowment: Goals and Policies" as approved by the Church Council on December 8, 2010. Although the congregation does not consider the contents of this document as having a legal status that is binding, we believe that the document sets forth positions and practices that will be valuable in guiding our church's practices when using its invested funds. John Emerson and Betty Nuovo spoke about the question.

Betty presented the following statement and asked that it be included in the minutes.

“Individual gifts to the Fiscal account will be invested together and the income and withdrawals will be apportioned to the designated funds. Restricted accounts will be invested together and the income and withdrawals will be apportioned to the designated funds.”

Derwin Stevens offered a “Statement of Clarification”. To be read at the 2011 Annual Meeting of the Congregational Church of Middlebury and entered into the minutes.

“ Several members of our congregation have expressed concern about the wording in *The Church's Endowment: Goals and Policies* document. In particular, Section II, Paragraph 6 states,

“ Individual gifts to the Fiscal and Restricted accounts will not be tracked individually. Donors will be notified of this when gifts are received.”

The concern is that this phrasing suggests that the specific wishes of the donors to the two accounts might not be honored.

Indeed the donors' wishes are honored. Donors with the same restrictions are grouped together and their combined total is managed, for accounting purposes, as a single gift. The word “individual” in Paragraph 6 simply means the donors' names will not be listed in the accounting.

There are two main categories of restrictions imposed by donors, *source* and *use*. Source refers to whether only interest may be withdrawn or if both interest and principal is available. Use refers to the purpose for which the withdrawal is made, such as Flowers for Worship. The Trustees comply with both categories of restrictions when monies are added or withdrawn from any particular fund.

For example, the Restricted account contains the *Flowers for Worship* fund. Historically five donors contributed to this fund, with the restriction that only income could be withdrawn. Two other donors also contributed, but permitted the withdrawal of both income and principal. The total gifts in each group are tracked for accounting purposes. Funds are withdrawn in accordance with the restrictions and are distributed exclusively for the use of flowers. If the distribution includes principal, that portion is taken only from those donors who permitted it. “

Following the inclusion of the “above” pieces and discussion, Tom Bechtel made the motion, seconded by Larry Rogers that we Table the acceptance of Article 6. So voted.

Article 7: To receive the report of the Nominating Committee and elect officers, board, and committee members for 2011. As there were no nominations from the floor, Bonnie Stevens made the motion, seconded by Ed Williams, that the slate of nominations by the Nominating Committee be accepted. So voted.

Article 8. To consider any other business which may properly come before the meeting. As there was no further business, the motion was made and seconded to adjourn at 12:21 PM. So voted.

Pastor Andy led the group in prayer, remembering the members who had passed away during the year. Grace was offered and the group adjourned to Fellowship Hall to enjoy a Pot Luck Meal, hosted by the All Church Fellowship.

Respectfully submitted,

Ruth Stewart, Church Clerk

PASTOR'S ANNUAL REPORT

Rev. Andrew Nagy-Benson
Pastor

January 9, 2012

I hear things are going well at the “Congo Church.” I hear that from people in our congregation. And I hear that from people in town, who presumably have their sources. More often than not, far too much of the praise is directed at me. I appreciate an affirming word as much as anyone, but the real story of our past year includes as many names as a Russian novel. Suffice it to say I have had plenty of help.

It helps to have a stellar staff, a group of colleagues with whom to fashion the programs of the church. It helps to have dedicated officers and committee and board members who give countless hours to our shared ministry. It helps to have choirs that sing and ring the right notes. It helps to have excellent Sunday School teachers and nursery care providers. It helps to have able and reliable audio-visual personnel at the ready. It also helps to look out from the pulpit on Sunday and see you. Things are going well here, and that has much to do with many people.

With gratitude to God, I would like to highlight a few developments of 2011 that bear special mention.

Community Supper Garden

Youth Group teens and a cadre of adult volunteers grew The Community Supper Garden last summer at Nash Farm. The Carothers were gracious hosts and fine teachers. Over 900 pounds of produce was grown for the meal programs. That figure would have been considerably higher had a tropical storm not flooded the garden. Thanks, too, to Kristen Andrews and family for growing delicious produce for those programs at their Blue Meadow Farm. Ginny Heidke, Dottie Neuberger and a Middlebury College intern, Melissa Shapiro, did very well to make the farm-to-plate dream a reality.

Service Trips

Last winter, a team of church members and friends (led by Dave Hallam) spent a week volunteering in New Orleans. Hurricane Katrina may be a distant memory for many of us, but the rebuilding effort continues along the Gulf Coast. We worked hard, heard wonderful jazz, and became a stronger church in the process -- the bonds formed during a week like that can not be overstated. Similarly, the high school Youth Group (10 teens) went to Washington, D.C. last summer; they worked hard, had fun, and grew as individuals and as a group. I am very proud of the work they did and the grace with which they did it. As a result of that trip, the Youth Group saw nearly a 100% increase in the number of participants this fall. Many of the new members of the Youth Group do not have a prior connection to our congregation.

Communion Sundays

In October we began to include our children and youth into the leadership of the Communion services. As I write, four such services have been conducted. The responses to this initiative have been overwhelmingly positive. I am glad for that and am equally delighted with *how* those

services have taken shape. Jennifer Smith and Jessica Allen have played key roles in securing readers and musicians. If you're enjoying our intergenerational Communion services, be sure to show them your appreciation.

A New Building?

For the better part of 2011, a team of church leaders met (and hosted meetings) to discuss the possibility of increasing the footprint of our church building. Preliminary work with SAS Architects was, at once, invigorating and sobering. An addition to our church -- offices, Sunday School rooms, and meeting space -- could provide us with an energy-efficient means of being on same side of the street on Sunday mornings. Whether this is the time to move forward with a building project remains to be seen; such an endeavor would require a capital campaign and a congregation-wide commitment. The "building conversation" that gained momentum in 2011 will warrant our prayerful consideration in 2012. Regardless of the congregation's discernment of next steps, the preparation for the upcoming dialogue and decision has been a significant step on the path of 2011.

I am grateful to be your pastor. Your support of my ministry and my family means a great deal. Each morning I look forward to the people I'll see, the conversations I'll have, the work I'll do. Grace abounds.

I thank God for each of you.

Grace and peace,
Andy

PASTORAL RELATIONS COMMITTEE 2011

The Pastoral Relations Committee (PRC) continued to take its lead from their 2008 document, based on United Church of Christ guidelines, which defines the work of the group as “[seeking] to promote mutual ministry between the pastor and the congregation.”

We met three times through the year with Pastor Andrew Nagy-Benson to listen and to share as we all sought to be faithful in our commitment to communication and mutual vision for our church. At year’s end the PRC began developing a process for more formally reviewing the church’s ministries with the congregation-at-large in 2012.

Members: Jackie Davies, John Emerson, David Manner (replaced by Peter Nelson in June), John Wallace, Maureen Williams, Bonnie Stevens, Chair

CHURCH COUNCIL

THANK YOU - For the continued dedication, support, and efficiency of our staff, boards, committees and members working together, allowing the year to fly by without hiccups.

To Peggy and Dumont Rush for their 11 years of service as financial secretaries. Upon their notice to retire at year end and after a short search, we endorsed Cathy Chase, who participated with recording 2012 pledges. Cathy assumed the responsibilities as of January 2, 2012.

To All Church Fellowship for donating the proceeds from their rummage sale and Christmas Bazaar to the church operating budget.

To everyone who participated with the successful raffle.

To the positive response with pledges; and, to the 21 families that graciously donated the necessary cash to erase our 2011 anticipated deficit.

As requested at last year's annual meeting, we presented the preliminary financial picture of our budget as of June 30. Unfortunately, it did not show the unexpected:

- 1) Cost to repair and/or prevent damage from snow blowing into the north attic area over the pulpit.
- 2) Cost to re-insulate the church attic area with a goal to reduce heating costs.
- 3) Increased cost of fuel oil.
- 4) Loss of nearly \$5000.00 from the Americore Group, who were supposed to use Charter House for 7 weeks during the summer; but, had to cut their stay short due to reasons beyond our control.

The Building preservation and Development Committee has worked diligently to identify our needs, brainstorm possibilities, and prepare a possible long term plan that will be shared with the congregation soon.

I hope you read all reports to appreciate the multitude of positive efforts and accomplishments within our church family.

Once again, I thank all the Board Members, Committee Members, Staff, Volunteers, Members and Financial Supporters, for working together as a team.

Russell C. Carpenter, Church Moderator

BOARD OF DEACONS

In addition to the ongoing duties of ushering, preparing communion, recruiting lay readers, substitute ministers and organists, the Deacons worked with Andy to initiate some changes in our worship services. Most notable has been to make Communion Sunday into a family service, with our youth members participating in all parts of the service including the communion liturgy.

Our pulpit was filled when Andy was out of town, not only by visiting ministers James Calvin Davis, Larry Yarbrough, Diana Scholl and Rabbi Ira Schiffer, but also by three members of our congregation who had been trained by Andy as lay preachers - Mona Rogers, Nancy Jakiela and Jim Robinson. Each filled this role admirably and all were well received. We were also inspired on two Sundays with reflections from the pulpit shared by members of the Youth Service Trip to Washington, D.C. and the Adult Service Trip to New Orleans.

There were again two Christmas Eve services, and the combined attendance may have set a modern record. The *tableau vivant* with the children and youth at the 4:00 p.m. service was again a wonderful way of telling the Story. This year because Christmas Day fell on a Sunday it was celebrated by Andy instead of by lay volunteers.

Music has flourished under the leadership and skill of Jessica Allen, Jeff Buettner, Kristen Andrews, Suzanne Calhoun and Mal Chase. The adult and junior choirs and bell choirs often now add their musical gifts to the worship services in the sanctuary as well as in the Balcony. Guest organists this year have included Bob Granner and Mal Chase.

At the suggestion of the Deacons an Automated External Defibrillator (AED) was purchased and installed in the Church building. Many of the Deacons participated in a CPR course offered by the Middlebury Volunteer Ambulance Squad.

The Deacons' nemesis this year was the elevator, which had one malfunction; for safety's sake, a deacon began riding with passengers.

Mid-year the Deacons experienced a change of chairmanship as David Manner and his family moved to Minnesota. We all miss him, and I would like to thank all the members of the Board who have been so helpful to me as I took over: Tom Bechtel, Margaret Carothers, Russ Carpenter, Dorothy Douglas, William Fifield, Mark Gleason, Nancy Jakiela, Alice Munson, Gail Regan, Mona Rogers, and John Wallace who is filling David's unexpired term. I am grateful, too, for the willing help and wisdom of Mal Chase and Joyce Foster, without whom the Deacons' job would be harder.

Respectfully submitted,

Janet Winkler
Chair, Board of Deacons

MUSIC PROGRAMS REPORT

I celebrate 2011 as an especially wonderful year for the church music program. Early in the year rehearsals began for an Ash Wednesday service that included a presentation of *Requiem* by Gabriel Fauré with our Chancel Choir and local community members singing and church, College and community members playing in the orchestra. In early May there was a special Sunday morning service as a part of the Middlebury Bach Festival during which *Cantata BWV 112* by J.S. Bach was presented, also with orchestra and guest vocal soloists from Vermont and New Hampshire. In September I began what I refer to as the “Second Sunday Series”, bringing in professional instrumentalists one time per month to enhance our regular music offerings. Violinist Sofia Hirsch, cellist Dieuwke Davydov, pianist Diana Fanning and oboist Dan Frostman all played. I feel that this series was a great success and a meaningful addition to the worship experience of those services. Fall also brought the children and youth into our services on Communion Sundays, and they were featured regularly as instrumental soloists. We held our 5th Annual Music Sunday in October, and hosted the Dick Forman Jazz Trio as a celebratory finale to the raffle fundraiser of the church.

The Chancel Choir added one new member, Betty Kafumbe, and at the end of the year lost longstanding member Dick Weed who transitioned out of the choir in order to stay closer to his home in Charlotte. Choir attendance has continued to be strong averaging 25-28 people.

I don't know if I can say enough in appreciation of the work of Kristen Andrews, Suzanne Calhoun and Mal Chase. They continue to bring new vitality to the musical life of the church.

Director Kristen Andrews reports that eight to ten children in grades 2-6 participated regularly in Junior Bell Choir rehearsals on Sunday mornings from 9:15-9:45 during the school year of 2011. Many were returning ringers from last year and two new ringers joined our group. The children shared their musical gifts during many of the youth Sundays through out the year. They continued to learn more challenging music as the months progressed, culminating with a four-page rendition of Silent Night on Christmas Eve involving intertwining melodies.

Suzanne Calhoun, a second year student at Middlebury College, continues to lead the Junior Choir, which added a couple of new members in 2011. The group sang in church services about once a month, with 1-2 songs each time. They sang on January 23; were featured in *In Paradisum* in the special service of Gabriel Faure's *Requiem* on Ash Wednesday March 3; on Palm Sunday April 17; with a guitar student from the congregation on May 22; on October 2; during Music Sunday on October 30th; December 11th, jointly with the Chancel Choir; and New Years Day 2012, with a joint song with the Junior Bell Choir. Junior Choir continues to excel in their strength of tone and the group is beginning to work more on harmony parts.

Mal Chase reports that the Adult Bell Choir lost three members during 2011. Dave and Jennifer Manner moved to Minnesota and Tony Preston has not been able to attend rehearsals. We miss all three. This year we were able to practice with as many as 11 ringers on many occasions (this is the preferred number of ringers for three octaves of bells). As we approached the Christmas season, Pat Zeff was a willing and able substitute for us – many thanks - she is a regular ringer for the Weybridge Bells. The choir had much new music starting in the fall of 2011 and has moved away from Level 1 music and is now regularly performing Level 2 and 3 music. Bells also performed with the Chancel Choir for Christmas Eve.

Jessica Allen
Director of Music

PERSONNEL ADVISORY COMMITTEE 2011

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.

During this year PAC had no formal agenda and did not meet.

Members: David Hallam, Dottie Neuberger and Bonnie Stevens, Chair

BOARD OF PASTORAL CARE

The Board of Pastoral Care has the responsibility of assisting church members. Our rides program has helped members come to church, get to doctor's appointments or treatments, and run errands.

Our corresponding secretary sends cards throughout the year for birthdays, illness, bereavement and just keeping in touch. Board members call and visit the homebound. Receptions were held throughout the year. We continue to be grateful for the help provided by members of the church as we could not do this alone. Flowers are delivered weekly to a variety of members, and meals are made and delivered as needed. We are responsible for quarterly services at Helen Porter Home Health and Rehabilitation.

Our members who are over 80 can choose to celebrate by attending a group lunch at Rosie's, or having flowers or fruit delivered to them. This year several months of birthdays were celebrated together. In December thirty-one Christmas bags were filled with lots of homemade treats and delivered to our members.

Becky Fifield, Ruth Penfield, Sharon Saronson and Diana Cotter are finishing their term, and the board thanks them for their service.

BOARD OF MEMBERSHIP AND COMMUNICATION

We have had a good year with very active participation by all the members of this Board.

Judy and Tom Jessup have done a great job with providing publicity for the many activities of our Church.

Meg Wallace has been the devoted editor of *Church Matters*.

Kathy Heitkamp, Larry Rogers, Dick Weed, and Anna Hardway have helped me with every aspect of the jobs that are the responsibility of our Committee. It is our Mission to make all members of this Congregation feel included in the life of our Church, as well as to publicize the activities of our Church. We have had some interesting discussions about the best ways to accomplish this goal.

Our principle activities include lining up the Greeters and making sure the audio and recording stations have someone there on Sunday mornings, keeping the bulletin boards current, assisting with new member orientation, including writing the articles that introduce the new members to other Church Members, and organizing the Simple Suppers for Six, which we going to make into Easy Suppers for Eight this coming year.

Members who are retiring from our Board this year are Larry Rogers, Dick Weed, and Nancy Foster. I would like to thank all members of this Board for their ideas and their hard work.

Nancy Foster, Chair

BOARD OF MISSIONS AND SOCIAL CONCERNS

Members: Katie Abbott, Polly Birdsall, Erika Garner, Patty Hallam, Paige Russell, Diana Scholl, Betty Thurber, Jim Wright

Going off the board: Patty Hallam, Diana Scholl, Jim Wright

Our total budget for 2011 was \$7400: \$1483 from the 2010 Christmas offering,
\$2000 from the Church Fellowship
\$3917 from Council

We began the year by finishing a project we'd started in the previous one. We felt the need of a mission statement to better describe the committee's identity. To that end, we adopted, with the Church Council's permission, the following description of the Board of Missions and Social Concerns:

*Our Church's mission is to live as Jesus taught, loving God
and loving our neighbors as ourselves.*

In that spirit, our Board seeks to raise awareness of issues of local, national, and global concern and to offer opportunities for both hands-on and financial support to those in need.

The committee grappled with two large questions as we worked to find the best destinations for the money at our disposal: what mix should we aim for between local, national, and international needs, and whether it is better to send small amounts to many places or to focus on fewer recipients among the many worthy ones but being thereby able to give them a larger amount. Given the overwhelming need in our world, we felt compelled to develop a formula to allow us to put each appeal into perspective. We decided that, for this year, we would send 40% of our budget to local (including all of Vermont as well as Addison County) causes, 30% national, and 30% international. Since our church donates time, money, and space in many ways to the local community outside the work of our committee, the 40% of our allocation in no way defines the contribution we make overall to our community. We did not come to any comparable formulation for the second question, but tried to eliminate many quite small donations to make a more meaningful impact with our limited resources.

We worked on the several of the Special Programs our national church sponsors: One Great Hour of Sharing (\$1,660 raised), Blanket Sunday (\$986), Crop Walk (\$2768), and Neighbors in Need (\$1,275). We also managed two fundraisers for PINS, a collaboration with the Vermont Department for Children and Families which we, as usual, targeted for Addison County foster children summer activities. We rested the April auction, which had been used for several years, and tried two suppers: one using volunteer cooks from the church for an Italian Supper in June (\$1,406) and one managed for us by American Flatbread (\$267). Beyond these, we take the last Sunday of the month collections of food to HOPE. In addition to the food donations monetary gifts of \$2,924.68 were realized.

Mission Moments were utilized throughout the year to bring the congregation's attention to upcoming events or apprise them of on-going efforts.

Adult Service Trip: In February, a group of adults from the church went to New Orleans to rebuild houses. Our then-chairman, David Hallam, organized the trip and some of the Christmas offering went toward the expenses. Another service trip is being planned for the spring of 2012.

The following is a summary of our distribution of funds for 2011:

2010 Christmas Collection	\$1483	(\$487.66 to Smile Train; \$487.67 each to Service trip to New Orleans, and the Pastor's Discretionary Fund)
HOPE fuel fund	\$500	
Elderly Services	\$100	
UCC—Irene Relief	\$500	
Hospice Volunteer Services	\$100	
Camp Agape	\$125	
Leicester Summer Camp	\$125	
MCCC	\$1,000	
Fundraising expense PINS	\$16.50	
Share our Strength	\$700	
National Assoc. of Free Clinics	\$500	
Citizen's Energy Oil Heat Fund	\$500	
Water.org	\$904	
Famine Relief Horn of Africa	\$717	

Total committed: \$7400

40.3% local/state 29.6% national 30.2% international

Polly Birdsall
Chair, Board of Missions and Social Concerns

BOARD OF CHRISTIAN DEVELOPMENT REPORT

Christian education and development continues to be a strong area of our church. Participation is high in the church school and in junior high and high school groups. Under the strong and positive direction of Jennifer Smith the youth of our church are flourishing. The active leadership of Pastor Andy with the senior high school ages is wonderful and thus the group is growing quickly. Our church has much to be proud of with the strength exhibited in Christian development.

Jennifer Smith leads a large and ever-growing church school program. She is well supported by an experienced group of dedicated teachers. The 2011 fall year has introduced justice as a central focus that shall continue through to June of 2012. Pastor Andy and Jennifer Smith have also introduced the multigenerational Communion Sunday. The first service of each month includes active participation by the youth in all aspects of the Sunday morning worship including readings, prayers, and music. The children and youth involved have been very polished and very engaged. Positive feedback from the congregation has been received with this new addition.

Youth groups have been very active. Jennifer Smith's junior high group and Pastor Andy's senior high group have met regularly. This past June the senior high youth group traveled to Washington, D.C., for a mission trip. It was very successful. In July of 2012, the senior high youth will take a mission trip to Philadelphia. Confirmation class took place in the spring and several high school students joined the church.

Our board has continued to work to build strong family involvement in the church. This past March the board hosted a family night out with pizza and lasagna. This gathering offers a time of fellowship for families of the youth of our church and many families participated. In early September a Rally Day picnic was held at the Nagy-Bensons after the first day of church school. It was very well attended and seemed to offer some additional excitement around the start of the church school year.

Thanks to the organizational skills of Tiffany Stowe, a second annual clothing swap was held in Fellowship Hall in October. The event allowed families in the community to get free clothing for their children, and many area families took advantage of this. Donations came from church members as well as others in the community. Several senior high youth group members provided additional help to make this a very successful event.

Many thanks go to the Board of Christian Development members for their work this year but more importantly, thanks to Jennifer Smith for her hard work and her wonderful dedication. Pastor Andy has provided a strong and focused presence with the high schoolers as well. We are indeed a blessed church to have such capable leaders.

Respectfully submitted,
Kimberly Cobb
Sara Marshall

**ARC (A READING CIRCLE)
Adult Education Opportunities in 2011**

January (three evening sessions; attendance: 15-20)

Book Discussion: *Christ of the Celts* by J. Phillip Newell

May - June (four evening sessions; attendance: 15-20)

Book Discussion: *Twelve Steps to a Compassionate Life* by Karen Armstrong

September - October (five evening sessions; attendance: 30-35)

A series of speakers from the Judaic, Islamic, Conservative Christian, and Buddhist faith traditions, with the objective of deepening our appreciation and understanding of some of the religious traditions other than our own through direct discussion with members of those faith groups.

Spring Bible Study (Multi-week noontime and evening multi-week; attendance: 30)

Commentary and discussion on the *Book of Acts*

December Bible Study (Three noontime sessions; attendance: 12)

Commentary and personal reflections on the *Book of Psalms*

Charles Jakiela, Coordinator

NEW ORLEANS ADULT SERVICE TRIP REPORT

Feb. 6-12, 2011

The seventeen members of the Middlebury Congregational Church's New Orleans service trip – Ginny Heidke, Nancy Jakiela, Mary Lou Webster, Helen Wright, Maureen Williams, David Hallam, Larry and Mona Rogers, David Andrews, Paige Russell, Jeff Ellison, Andy Nagy-Benson, Joe Smith, Dan Brown, Jeff and Erika Garner, and Rich Carpenter - left at different times to make their way to the airport through a terrible snowstorm. The last two team members, Rich and Dan, arrived at St. Paul's by 5:00 p.m. Sunday night. The church is located in the Uptown section of New Orleans near the river, a pleasant and affluent area with lots of trees and well landscaped houses. This area did not actually flood but had wind and water damage to roofs.

Being Superbowl Sunday evening, ten of the group headed to a nearby pub, "Wow's Café and Wingery", to watch Superbowl LXV. The rest of the group joined Sarah Ashe, who, with her husband Tom, lives in Middlebury eight months of the year and in New Orleans during the winter.

On Monday, after breakfast we traveled to Little Farms UCC Church, the headquarters for the disaster relief efforts. The orientation included our group and a group from six Indiana churches. We were told about the policies of the UCC program and the nature of the work we would be doing at the two sites to which we were assigned by Rev. Alan Coe, project director and also part-time pastor to a couple of UCC churches in the city, including St. Paul's. He explained that 143,000 houses were destroyed by Katrina and their families displaced. The population of the city shrank from 330,000 to 279,000. Now 500 houses remain to be repaired.

About 9:00 the team split into two groups of eleven and eight. The larger crew went south to an area called Westbank, in a suburb called Marerro. The house had been seriously damaged by flooding and high winds, to the point where it had to be gutted and rebuilt. Soon after the group arrived, they met with the owner of the house, Wilhelmina Walker. She greeted each person with an embrace and a kiss. Mrs. Walker calmly recounted her memories of August 29, 2006, when the hurricane hit, of the displacement of her family, neighborhood, and town. When we arrived, the ceiling had been painted, all the walls primed, and the electrical system roughed in. There was power, one functioning toilet, and no heat. The group's job was to paint the walls, paint and install wood trim, prepare the concrete floors for tiles and wood flooring, and begin installing tiles on floors and around bathtubs.

The second group had no power, heat or light in their gutted shotgun house. A generator provided power for lighting and power tools, but it was very cold hard work hanging sheet-rock, taping seams and mudding seams and nail holes. The first day they were invited next door to the Hume Child Development Center for lunch. At the Child Center the crew met

82-year-old Mrs. Alice McKay, a volunteer at the preschool who later told them a great deal about the history of the Hume Child Development Center as well as about the cultural heritage of New Orleans.

At 5:00 the entire service group met with Liz Reed, a member of St. Paul's congregation. She told us that while the church has shrunk to 18 members due to deaths and displacements, St. Paul's still will continue to put up groups as long as they keep coming down to work. So far they have housed more than 1,000 people.

On Tuesday morning Andrea, the cook at the Hume Child Development Center, made grits and brought them over to the work site. By the end of the day, with sheet-rock up and mudded and everything swept and tidied, the space began to feel like rooms.

At the Westbank site, Wilhelmina Walker was already there and had set up a coffee pot and soft drinks. A portable table saw was delivered, and David A. used it to rip the windowsill stock to the correct width, then cut the pieces to length with a portable circular saw and notch the ends with a hand saw. Inside Wilhelmina's house, the crew got right to painting various rooms. Andy, Jeff E. and Dan made concrete in a mixer and poured it 4 inches deep over the wire mesh and rebar that Jeff had put in place the previous day. The rest of the crew had worked on wire brushing and painting rustoleum on the front and side porch railings.

Wednesday began with Dan cooking up French toast and scrambled eggs. Crew 2 continued to mud and hang sheetrock. Crew 1 spent the morning painting and cutting shelves for closets in the dining room, linen closet in the hallway, and bedroom. We returned to St. Paul's for lunch, and then climbed into the two vans for the afternoon tour with Liz Reed. The group visited several places where the levees had broken through because the levees had been poorly constructed and had been leaking for years. The group drove through neighborhoods which had been inundated. Worst by far was the Lower Ninth Ward, but in many neighborhoods there were empty lots with pieces of concrete foundations and staircases that remain, plus some houses that were boarded, with a big X on the front door and the number of people found dead in the house written in the lower part of the X. Only about 1/3 of the houses in the inundated areas are presently occupied. We met Robert Greene who lives in a new house, one of 150 new "green" single family homes designed by architects around the country in a contest sponsored by actor Brad Pitt. They are to be built on stilts about eight feet high to withstand future flooding and are modern versions of the traditional long, narrow New Orleans shotgun style of architecture. So far, 45 homes have been finished and 30 are under construction. Mr. Greene said that he always came out to talk to the groups who had come to help with the disaster relief, because, he said, they are the hope. Everywhere the group went in New Orleans, people said "thank you."

Thursday people wandered in to the kitchen and found beignets, fried dough in a square shape with powdered confectioner's sugar on top, that Paige had brought back from the French Quarter.

At the suburban site, the Crew 1 set up to clean up the floors in the kitchen, bathrooms and utility room for tiling while others painted. Homeowner Wilhelmina brought the crew gumbo for lunch, after most people had already eaten their sandwiches, but they welcomed it gladly: sausage, crab, and shrimp in broth on rice.

Crew 2 had the community center beginning to look like a home, with the rooms mostly sheet-rocked and mudded.

Thursday evening was a treat - the folks from St. Paul's prepared a delicious jambalaya, a Creole version of paella. Along with the jambalaya we had coleslaw, salad, and two nice king cakes for dessert, one plain and one filled. Thursday was the last evening together for the entire group, so after supper we made a circle and planned who would take part in the Sunday service, then shared what the trip had meant to each of us so far. It was very moving. The general feeling was that we are very blessed to be here, we are very shocked by the amount of devastation and loss that these people have experienced, and we have a much stronger bond now with each other. The people in New Orleans were welcoming; grateful and said we brought them hope.

Friday was the last workday. Crew 1 arrived at Wilhelmina Walker's house and David A. began by installing shelving closets. Tile arrived to be put on the kitchen and laundry room floors. Pastor Andy carved "Psalm 121" in the corner of the floor before the tiles were placed. Jeff E. took a sample of soil from Wilhelmina's front yard to bring home and plant in his garden.

Crew 2 arrived at the work site for the final push of sheet rock installation. The crew went over to the Child Center for lunch. The poor boy sandwiches were very good; the seafood was battered and fried. At the end of the day the inner city crew cleaned up the site then had a beautiful prayer circle. Rich Tosh, the former pastor from Barre, said that we had done a wonderful job in only four days. Outside the work site Rich C., the treasurer of the service team, presented Rich T. with a check for \$750 for the continuing operation of the Hurricane Disaster Recovery program.

On Saturday we were early to clean up the kitchen, wash out the refrigerator, and load leftovers for deliver to a homeless shelter downtown. We stripped beds, folded blankets, swept and vacuumed. At 8:45 AM we loaded into the vans for the airport, arriving back in Burlington, VT around 4:30 PM, to see an awful lot of snow on the ground.

The service trip had its culmination on Sunday morning, February 13, as members of the service group took part in the worship service. Most wore their blue tee shirts from UCC Hurricane Disaster Recovery, saying "Rebuilding Homes, Rebuilding Hope". It was a most beautiful service and many were in tears. The members of the service trip were deeply honored to represent Middlebury Congregational Church in this first venture into the larger world of mission and service.

Dave Hallam

DIRECTOR OF CHILDREN AND YOUTH MINISTRIES

We were again blessed to see the Church School continue to grow in attendance and welcome new families. To celebrate MLK Jr. Day, a service project was held to bake birthday treats for MLK Jr. which were donated to the Community Lunch Program. In March, the children and youth led their own Lenten Service Project which benefited HOPE. This was a very successful event for all involved. The Church School ended the year on June 5 with an exciting Children and Youth Sunday focused around the theme of "Hunger". A church school calendar was created and distributed to families in August. Church School began with Rally Day on September 11, followed by a BBQ for families at Pastor Andy and Gwen Nagy-Benson's home. A new Communion Sunday program began on October 2. No Church School is offered on Communion Sundays. Everyone stays in the Sanctuary for the whole service. Children and youth play integral parts in the service: Call to Worship, reading scripture, helping at the Communion table or providing musical talents for the offertory or introit. All third graders received their own bibles. \$70 was collected using UNICEF boxes at Halloween. The entire Church School met as a group every Sunday for a "Big Meeting" where they shared prayers, celebrations and concerns. The meetings were focused around the theme of justice. During this meeting, they also collected donations for water.org. Again this year, a living tableau was created on Christmas Eve at the 4pm service.

The Junior Youth Group consisting of 6th-8th graders continued to be one of our most active groups. They regularly participated in service projects (\$781 was collected for the Crop Walk, church dinners, food drives, pie raffle, \$350 was collected for water.org at the Alternative Christmas Gift Fair, baked goods raffle, etc.) as well as fellowship activities (corn maze, bowling, dinner and game nights, movies, musicals, etc.).

Five Church School classes were offered. The following church members were volunteers who devoted their time to teach the different age levels: Jim Wright and Lisa Rader- Pre-K/K grade class, Cindy Marshall- 1st/2nd grade class, Jill Ruffa- 3rd/4th grade class, Steve Abbott and Jennifer Smith- 5th/6th grade class, Alison Joseph- 7th/8th grade class. Several youth volunteered their time as assistants in the classroom: Seth Wright- Pre-K/K grade class, Harper Smith- 1st/2nd grade class and Alex Dalton- 7th/8th grade class. "Seasons of the Spirit" curriculum is being used for grades Pre-K-4. Regular meetings with the teachers were held.

Jennifer H. Smith

Director of Children and Youth Ministries

FACILITIES REPORT

In addition to many of the normal maintenance issues that arise every year, there were several items of interest to summarize:

1. The fix-it Thursday work crew provided a valuable service to the Church by correcting numerous minor problems that arose during the year – many thanks to this crew for their efforts.
2. There were two cases of vandalism: the phone line along Route 7 was cut, and a storm window and the inside Sanctuary window were broken.
3. In the Sanctuary two pews were cut in half so as to provide for wheel chair accessibility. This space is near the rear of the Sanctuary on the east side; we are awaiting upholsterers to redo the pew cushions.
4. Due to a severe snow storm in late 2010, snow collected in the attic of the Church. The snow subsequently melted, seeped through the ceiling, and dripped onto the Sanctuary floor. This may have happened before, but perhaps with not as much snow or rain. The solution to this problem was to install a large waterproof area which could collect and trap the snow/rain, allow it to melt and evaporate without any possibility of leaking through into the Sanctuary. At the same time, we noticed that the insulation around the dome had seriously slipped and was not providing any heat barrier. This was corrected by installing a foam barrier for the entire dome, as well as sealing many of the major heat leaks in the attic/ceiling areas.
5. In Charter House, with the assistance of MCCC, a lead paint remediation effort was conducted in the entire interior of the house, concentrating on the windows.
6. At Charter House, the exterior siding of the house on the south and north sides were scraped, repaired, and primed. Work was done using recommended procedures for the removal of lead paint. Both sides were treated as though they contained lead paint, although we were aware that the dining room exterior did not contain lead paint.
7. The Daybreak Room in Charter House was altered: the toilet and sink were removed and a shower was installed; the cost was covered by MCCC
8. Our storage areas in Church and Charter House were thoroughly examined and considerable thinning occurred; in addition, we now have a detailed listing of all items currently in storage. All Church records which are kept on site are stored in a set of 5 locked filing cabinets in Charter House. Some Habitat for Humanity files are also stored in this area.

Mal Chase, Facilities Manager

BOARD OF TRUSTEES 2011

According to the By-Laws of the Congregational Church of Middlebury,

“The Board of Trustees is charged with the maintenance and care of the physical property of the Church. In consultation with the Pastor, it shall set policy and establish procedures for the use of Church Property. The Trustees shall have the power to lease Church property. In consultation with the Pastor, the Board of Trustees shall recommend to the Church Council candidates for custodial positions. The Trustees shall also propose compensation to the Church Council for these individuals and make an annual review of their salaries. The Board of Trustees shall make long-range plans for maintaining the physical facilities of the Church. The Board of Trustees shall have custody of and responsibility for the management of all trust funds and endowment funds held by the Church.

The Investment Committee is a special sub-committee of the Trustees that makes investment recommendations to the Board of Trustees and meets at least quarterly. Those recommendations pertain to investment strategies and policy. This subcommittee worked hard to provide guidance to the Trustees in revising the Endowment Policy that has been adopted by the Church Council after approval by the Trustees. A copy of the Revised Endowment Policy is available at the Church office and at the back of the sanctuary. One of the most significant changes was to support the 2011 year's budget by a withdrawal from the investment and endowment assets (not including the Restricted Account) an amount computed by taking four percent of the average previous five year-end values. This year's contribution was \$30,000 from the endowment. The Trustees further clarified the withdrawal policy by adding the following example: for the fiscal year 2012 budget, the endowment withdrawal shall be based upon the December 31st market values for 2006, 2007, 2008, 2009, and 2010, all of which are known during the fall 2011 budget season. A withdrawal of \$30,000 (4%) is in the proposed budget for next year.

Thanks to Amy Emerson and Richard Carpenter who developed and presented to the Trustees a very useful planning spreadsheet that will be refined as time goes on to tie our budgeting and maintenance plans together in an integrated fashion so that we can better anticipate and plan for the future. It is forward looking and allows the church to better anticipate needs and outcomes. It is a work in progress and will take some time and understanding to fully take advantage of the tool.

The Trustees tackled several unexpected maintenance issues this year that significantly exceeded the budgeted amounts. The number one item was the increase in oil pre-buy to \$3.40 per gallon. To reduce our energy expenditures, a number of items were accomplished including insulating the dome, controlling moisture blow-in in the attic. With the exception of some minor issues such as the settling of the insulation around the dome, the church is in remarkably sound shape. We also started to catch up on sorely needed maintenance of Charter House by repairing and priming two exterior sides of the building, with the second coat of paint to be applied this spring.

With special thanks to Mal Chase and Rich Carpenter, with the help of Phil Heitkamp, the five year maintenance needs of the Church and Charter House for the next five years was updated with several items pushed out a year. This plan includes maintenance prioritization, approximate cost estimates and project timing programmed into the next five-year plan. This effort should result in better budgeting of maintenance needs, particularly as local social mission activities increase. It should also reduce costs by dealing with issues before they become major items. Special thanks go to the Thursday Fix-it Committee who, under Mal's direction, has taken care

of a number of minor projects including the partial removal of a pew enabling a wheel chair access position at the back of the sanctuary.

The Trustees unanimously agreed to continue make space available to MCCC, as well as permitting the installation of a shower and continued lead remediation. Tenants moved in shortly after November 1st. Charter house continues to be used for community lunches.

I have highlighted some of the major activities of the Trustees over the last year and would like to express my appreciation to all the members and thank them for their hard work and dedication. The endowment is strengthening very slowly. There is much work to be done. As we use our facilities more extensively for our local mission outreach, their upkeep costs will increase.

Finally, I would like to give special thanks to our out-going trustees, Len Tiedemann, Katherine Scribner and Joan Weed for all their service. Again thanks to Peggy Rush and Derwin Stevens, who will remain as Financial Secretary and Funds Manager respectively, for their exceptional support and effort to the work of the Trustees.

Robert Foster, Chair

BUDGET AND STEWARDSHIP COMMITTEE REPORT

The 2011 Budget Committee was composed of our Pastor, Moderator, Facilities Manager, Treasurer, Financial Secretary, Board of Trustees Chair, Committee Co-Chairs, and two additional members. As in past years, the committee served as the planning and steering group for our 2012 Stewardship Campaign.

At our January 2011 Annual Meeting, the operating budget was approved with an \$18,000 deficit, and with the stipulation that additional fund-raising efforts be undertaken to eliminate this shortfall.

The Budget Committee met several times during the late winter, spring, and early summer, to identify the specific nature of this effort.

It was eventually decided to conduct a special raffle, which focused on our financial need, in order to sustain our church's community outreach programs at the current level. The decision was also made to request that the All Church Fellowship donate the earnings from our November Holiday Bazaar to the operating budget.

In combination, net profits from the raffle and Bazaar added just under \$15,500 to our budget income.

Throughout 2011 the Budget Committee closely monitored income and expenditures. Most line items tracked as predicted, with the following exceptions: Charter House rental income was nearly \$4,000 below the \$7,000 prediction. Church and Charter House heating oil, maintenance, repairs, and improvement costs exceeded the \$75,000 budgeted amount by \$25,400.

By the end of November it became clear, that even with the fund raising income described above, our church would end this year with a significant deficit, estimated at around \$20,000. Therefore, in early December, our Church Moderator gave a *State of the Budget* presentation, outlining the "why" of our dilemma.

A score of church family members responded to this plea for additional financial support. These gifts totaled \$19,000, and thus completely eliminated any year-end shortfall.

Our Stewardship Campaign for 2012 was conducted around the theme *Counting Our Blessings*. It was introduced to our church community through a letter from Pastor Andy in which he asked us to reflect on the many blessings in our lives, as we make our pledge of commitment to the support of our church and its work.

The Stewardship Campaign for 2012 was conducted as in past years. October was established as Stewardship Month and October 30th as Stewardship Sunday. Proposed expenditure figures for the 2012 operating budget, were solicited from our Facilities and Office Managers, Directors of our Children's and Music Programs, from each of our Boards and Committees, and from the

congregation at large. The Board of Trustees recommended that \$30,000 be taken from invested funds in support of our operating budget.

A pledge goal of \$235,000 was set, and a draft budget was produced wherein the anticipated need to sustain support of all of our church's programs and operations exceeded projected income by just under \$15,000. After considerable discussion it was decided by the Budget Committee, and approved by the Church Council, that we present this draft in our Stewardship Campaign.

During the Sundays of October, as part of the worship service, various church members presented messages from the pulpit related to this year's Stewardship theme. An informational meeting concerning the 2012 budget was held after worship services on Sunday, October 23rd.

Appeals to support the campaign were also made in *Church Matters* and our Sunday worship bulletin, 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.

Our church leadership considers the Stewardship Campaign for 2012 to have been quite successful. As of January 5th, 135 pledges have been received, totaling \$232,200. Based on this figure, it is predicted that we will achieve our \$235,000 pledge goal during the coming year.

The generosity of our church membership, along with its sustained commitment to the work of our church, is once again clearly reflected in these figures. The increased pledge income projected for 2012, along with special gifts already received, plus earnings from our 2012 Holiday Bazaar will bring down our projected 2012 deficit so that a balanced budget can be achieved with an additional \$6,000 fund-raising project. The early stage planning to carry out this effort has already begun.

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 and deficit-reducing initiatives conducted this year.

*Budget and Stewardship Campaign Committee

Rich Carpenter, Russ Carpenter, Mal Chase, Margaret Carothers, John Emerson, Robert Foster, Andrew Nagy-Benson, Peggy Rush, Ed Williams, and Mary Williams.

MIDDLEBURY COMMUNITY CARE COALITION

The Middlebury Community Care Coalition, Inc (MCCC) was founded by members of our church in 2005 to manage the financial and legal aspects of the transitional apartments at 39 N Pleasant Street and the Community Suppers. As a result of initiatives undertaken by this church, the broader Middlebury faith community, and Middlebury College, MCCC expanded its outreach in early 2008 to include the Community Lunches and Charter House emergency winter housing. In 2011 MCCC and this church launched the garden-to-table program with strong support from the Nash and Blue Meadow farms. Fresh produce was provided for the Community Suppers and Lunches as well as individuals needing food assistance. Support from the broader community for MCCC programs continues to increase in response to the growing need. Over 700 people from the community donated about 23,000 hours in 2011 supporting MCCC programs. MCCC now sustains an annual budget of about \$105,000. This budget is supported by donations from several Middlebury area churches, individuals in the community, student initiated fund raising efforts, grants from the Vermont Community Foundation and United Way, donations from Ben and Jerry's Foundation and Goodrich Corporation, rent subsidies from the Vermont State Housing Authority, and resident contributions to rent. Substantial amounts of food and numerous truckloads of apartment furnishings are also donated by the community to these programs. Details on the Community Lunches and Suppers are reported following the discussion of the Housing Projects.

Housing Projects – Through our volunteers, donations from the community, and a grant from the Vermont Housing and Conservation Board, a number of improvements were made at **Pleasant Street Community Housing** including: (1) completed major renovations to stabilize lead paint concerns; (2) replaced the entire roof of the building to eliminate leaks caused by the previous harsh winter; (3) undertook major upgrades to one of the five apartments. In 2011 the five fully furnished apartments were home to 20 individuals including 8 children.

Operation of **Community at Charter House** expanded for the current winter to 6 full months (November 1, 2011 – April 30, 2012) in response to the need. Charter House continues to be staffed 24/7 by over 120 volunteers from our church, from many other churches in the area, from Middlebury College, and from the general community. The facility includes 5 private rooms for families, common areas upstairs and downstairs, and a common kitchen/dining room which is shared with the Community Lunches. All furnishings are donated by the community. Several improvements were made to the facility over the summer and fall including: (1) completed lead paint remediation work in all the living quarters and most other areas of Charter House; (2) painted many areas of the living quarters; (3) installed a second shower; (4) installed a new computer that provides much improved internet access and a new printer. In 2011 Charter House was home to 31 individuals including 12 children. Residents are supported throughout their stay at Charter House in securing employment, advancing their educations, and finding stable housing. Last winter all but one of the residents was able to move on to stable housing.

Doug Sinclair

COMMUNITY LUNCH REPORT

Community Lunch has celebrated its 3rd anniversary of providing lunches in Charter House and St. Stephen's Hall every Monday through Thursday, as well as making and delivering a dozen brown bag lunches each lunch day to HOPE or CVOEO. Our 90+ volunteers representing nine faith communities, worked together with community volunteers, to provide over 8,500 meals in 2010.

The garden-to-table program was successfully initiated in 2010. Together, the Nash Farm and Blue Meadow Farm supplied at least 900 pounds of produce – everything from basil and beets to lettuce and zucchini, which were processed by groups of teen and adult church and community volunteers, then integrated into daily meals. The Fellowship provided home made cookies every week, and Community Supper continued to share its bounty with us. Woody Danforth's culinary arts students at Hannaford Career Center provided gallons of soup during the school year. CSAC counselors brought clients and more food to share each Wednesday, enhancing the sense of community togetherness. Community Lunch has become more integrated into the fabric of Middlebury, regularly attracting new, hungry guests, as much by word of mouth as by our rugged new sign, handcrafted by Jo and Dave Cole to withstand Vermont weather. A grant from Middlebury College supported an intern to coordinate the program for six weeks in the summer.

Community Lunch continues to feel like a neighborhood diner, where new folks are warmly welcomed by the 'regulars'. Our buffet style of service remains popular, allowing guests to choose their own food according to individual tastes and appetites. In cold weather, folks often stay and chat and enjoy the friendly atmosphere, including classical background music. A smiling "Thank you" is often the last word from many of our guests.

Ginny Heidke, Coordinator

FRIDAY NIGHT COMMUNITY SUPPERS ANNUAL REPORT

This last year and we saw an increase in the number of guests at the Community Suppers- during the summer and fall we regularly served about 200 meals including take-outs. The number of take-outs has increased and we are working on making this as environmentally friendly as possible by asking people to bring their own dishes and doubling up some other meals. Some of our neighbors just do not feel comfortable coming to the site particularly in the winter when it is dark and cold. Since most of our guests walk, that does make a difference. Thirty-two organizations including other faith communities, businesses, service organizations and college groups put on the meals. We do our "Breakfast on Us" program during the winter months, giving out four servings of breakfast cereal to any guest who wants it. So many people make this program work that it is hard to thank everyone but, as is always the case, certain individuals give a great deal on a regular basis: Pat Chase is always a star; Cathy Chase keeps our books; regular music providers are Mal Chase, Mike Fiskio, Natalie Peters, and Oziah Wales; Diana Cotter who every week cooks us a vegetarian meal; Irene and Roger Norian still show up every other week for the glamorous task of clean-up; Kristin Andrews and her very small helper come every week to do the final clean-up; Katharine Scribner, along with one of the group homes, washes all the tablecloths every week; and any time help is needed, members of this faith community provide it. We are part of a very generous church community and that makes things go well!

Dottie Neuberger, Coordinator

ALL CHURCH FELLOWSHIP FLOWER FUND REPORT

The role of the Flower Coordinator is to plan in advance for fresh flowers and plants to be on display at worship services on Sundays. The All Church Fellowship Flower Fund is designated to cover needed expenses.

Special thanks go to Mona Rogers, Penny Campbell, Gale Burns, and Joan Weed for their flower arrangements, and to Ruth Stewart and Margaret Carothers for the Thanksgiving Harvest Table.

We always welcome new volunteers to share flowers from their own gardens, and to share their artistic talents for arranging them. A Flower Arranging Workshop is planned for early next Spring.

Barbara Wells,
Flower Coordinator

ALL CHURCH FELLOWSHIP REPORT

The All Church Fellowship has continued on as it has since it was organized in 1805. We did not have monthly meetings as was the custom in the past. We met when it was necessary to make important decisions.

Plans were made for the two Rummage Sales in April and September. The Bazaar was planned for November 5. We decided once again to invite the MUHS Choir to entertain for a Christmas Concert and Tea on December 6.

Pastor Andy and Church Moderator Russell Carpenter asked the officers to meet with them on June 23. Russell asked if the profit from the Holiday Bazaar could be given to the Church to help with the deficit. The amount would be reported in the Church Treasurer's report at the annual meeting.

At our next meeting the Fellowship decided to continue as we are until the end of our fiscal year in June. We did vote to turn over all the profit from the Bazaar to the church to help with the deficit, as has been done many times in the past. We also donated \$2,000 to the Board of Mission and Social Concerns as we had pledged.

We have been donating homemade cookies to the Community Lunch program, each of the women baking cookies for one month.

We once again remembered those who are in the service. A monetary donation was sent to Josh Hayes and his family who are in Georgia. A package full of snacks, socks, candy and toilet articles was sent to Aaron Brown.

At the beginning of Community Suppers the Fellowship purchased all the white dishes and flatware. In January we were told Community Suppers would purchase more flatware as much of it is missing. The Fellowship was asked to pay for more soup bowls, which we agreed to do.

It was decided that the Material and Financial Aid Committee would just be part of the Fellowship as there were not enough attending to make up the committee. We still do the mission work and raising money.

The Fellowship has again given of their time and money for the church. Listed are some of the things that we as a Fellowship help make happen: make sure that there are flowers in church every Sunday; buy coffee and other items for Fellowship Hour, make sure that someone is there each Sunday to provide for Fellowship Hour; plan the Rummage Sales, Bazaar and the Christmas Concert; giving money for missions, and when needed money to help with a deficit. This Fellowship is a wonderful part of the church and we hope it continues.

Alice Munson, President

**REPORT OF MEMBERSHIP
MIDDLEBURY CONGREGATIONAL CHURCH**

ACTIVE CHURCH MEMBERSHIP, JANUARY 1, 2011: 261 AND 2 ASSOCIATE MEMBERS

GAINS DURING 2011

By Transfer	2	
Reaffirmation	9	
Confirmation	4	15

LOSSES DURING 2011

By Death	5	
Transfer	2	7

ACTIVE CHURCH MEMBERSHIP, DEC.31, 2011: 269, AND 2 ASSOCIATE MEMBERS

NEW MEMBERS IN 2011

By Transfer:

William Bertolet
William Cochrane

By Reaffirmation:

Kenyon Brownsword
James Eagan
Margaret Eagan
Betty Kafumbe
Damascus Kafumbe
Stephanie Oeullette-Pope
Seth Pope
Nicole Stone
Robert Stone

By Confirmation:

Alexandra Ligita Munteanu
Emily Hackett Robinson
Haley Baldwin Robinson
Seth Wallace Wright

LOSSES DURING 2011

By Death:

Marjorie Bushey
Phyllis Cunningham
Ralph A. Elliott, Jr.
Elizabeth Fiske (from Inactive File)
Benjamin Foster
Fred Neuberger

By Transfer:

Nathan Brusius
Stacy Brusius

Baptisms

February 4: David Wallace Stone
June 19:
Kaela Maria Thurber
Paul Richard Thurber
Rosemary Carolyn Thurber
Rhannon Roberta Andrews Ellison

Respectfully Submitted,
Ruth Stewart, Church Clerk

NOMINATING COMMITTEE

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

NOMINATIONS

<u>POSITION</u>	<u>NOMINEE</u>	<u>TERM ENDS JAN.</u>
Moderator	Russ Carpenter	2013
Clerk	Ruth Stewart	2013
Treasurer	Mary Williams	2013
Auditor	David Preble	2013
Auditor	Robin Bentley	2013
Historian	Barbara Wells	2013
Church Delegate	Charlotte Chase	2013
Church Delegate	Jackie Davies	2013
Church Delegate	Mal Chase	2013
Alternate Delegate	Larry Rogers	2013
Youth Delegate	Nick Marshall	2013
Church Council	Adrienne DeLaney	2015
Trustees	Rich Carpenter	2015
	Mary Jo Champlin	2015
	Stephanie Ouellette Pope	2015
Deacons	John Emerson	2015
	Nancy Foster	2015
	Phil Heitkamp	2015
	Bonnie Stevens	2015
Pastoral Care	Charlotte Chase	2014
	Carole Cummings	2015
	Patty Hallam	2015
	Jan Lyons	2015
	Larry Rogers	2015
Christian Development	Leigh Harris	2015
	Betty Kafumbe	2015
	Nicole Stone	2015

NOMINATING COMMITTEE REPORT (page 2)

Mission & Social Concerns	Katy Abbott	2014
	Dan Brown	2015
	Jeff Ellison	2015
	Cathy Fowler	2015
Membership & Communications	Jim and Margaret Eagan	2015
	Harriet Hayes	2015
	Katharine Scribner	2015
Nominating Committee At Large	Cathy Chase	2013
	Diana Cotter	2013

Respectfully Submitted,

Cathy Chase
Chair, Nominating Committee

**BOARD, COUNCIL, AND COMMITTEE MEMBERS
CURRENTLY SERVING**

<u>Group Name</u>	<u>Name</u>	<u>Terms End January</u>
Church Council	Michele Brown	2013
	Ron Rucker	2014
Trustees	Wade Cobb	2013
	F. Richard Cramton	2013
	Amy Emerson	2014
	Robert Foster	2014
	Richard Westfall	2014
Deacons	Margaret Carothers	2013
	Mark Gleason	2013
	Nancy Jakiela	2013
	John Wallace	2013
	Tom Bechtel	2014
	Dorothy Douglas	2014
	Bill Fifield	2014
	Mona Rogers	2014
Pastoral Care	Dorie Bechtel	2013
	Donna Carpenter	2013
	Debbie Deering	2013
	Nicole Foster	2013
	Kay Bussiere	2014
	Jean Fifield	2014
	Ginny Heidke	2014
Christian Development	Kimberly Cobb	2013
	Tiffany Stowe	2013
	Laura Turner	2013
	Leanna Maglienti	2014
	Cathy Munteanu	2014
	James Wright	2014
Mission & Social Concerns	Polly Birdsall	2013
	Paige Russell	2013
	Katy Abbott	2014
	Betty Thurber	2014
	Erika Garner	2014

CURRENTLY SERVING (page 2)

Membership & Comm.	Judy and Tom Jessup	2013
	Meg Wallace	2013
	Anna Hardway	2014
	Kathy Heitkamp	2014
Personnel Comm. (appointed by Church Council)	Bonnie Stevens	2013
	Dottie Neuberger	2014
Pastoral Relations Comm. (appointed by Church Council; term ends Dec.)	Bonnie Stevens	2012
	John Wallace	2012
	Peter Nelson	2013
	Maureen Williams	2013