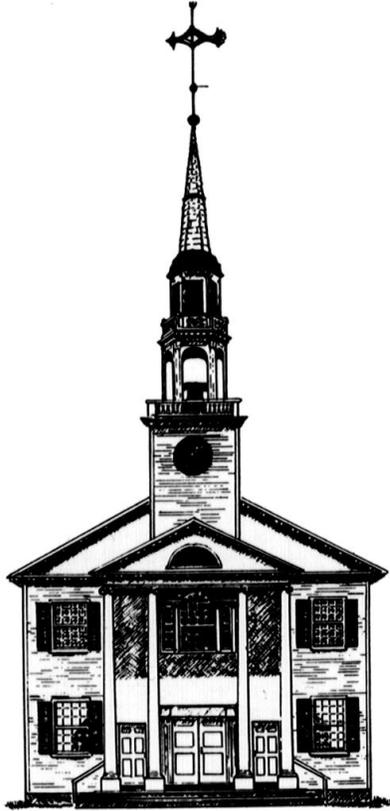


ANNUAL REPORT

2017



**NORWICH CONGREGATIONAL CHURCH,
UNITED CHURCH OF CHRIST
NORWICH, VERMONT**

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A: Warning of the 2017 Annual Meeting, Norwich Congregational Church, UCC

Notice is hereby given of the 2017 Annual Meeting of the Norwich Congregational Church, UCC to be held after worship on Sunday, February 11, 2018 to transact the following business:

- to hold opening prayer;
- to elect a Moderator for this meeting;
- to approve the minutes of the 2016 Annual Meeting;*
- to discuss and adopt a budget for 2018;
- to hear and act upon the reports of officers and Ministries
- to conduct whatever other business may properly be brought before the meeting

The meeting will be preceded by a potluck lunch; please bring food to share. In case of inclement weather, the Annual Meeting will be held at 7:00 pm on Tuesday, February 13, 2018.

**Minutes will be printed in the Annual Report*

B: 2016 Annual Meeting -- February 5, 2017 Draft Minutes

Moderator John Severinghaus brought the meeting to order at 11:40 AM. Mary Brownlow began with a prayer.

Mary nominated John Severinghaus for moderator. Seconded by John Langhus. John Severinghaus noted that if the proposed changes to the bylaws are accepted, the role of the moderator will be taken over by the chair or vice chair of Church Council.

Gary Brooks called the question. The motion was passed unanimously.

Barbara Duncan moved to accept the minutes of the 2015 annual meeting. Don Helms seconded. There was no discussion and the motion passed unanimously.

Doug James moved to adopt the proposed 2017 budget. Gary Brooks seconded. Treasurer Joanne Egner reviewed some highlights of the budget.

- We ended 2016 with a significant surplus. This was applied to the capital maintenance reserve.
- There are a number of anticipated capital maintenance expenses.
- The parsonage income and interest was also applied to the capital maintenance reserve.
- Savings in 2016 included a savings on oil due to the mild winter, and combining the office manager/finance positions used less time.
- There was a significant increase in non-pledge gifts.
- The amount taken from investments was reduced to 4%.
- The parsonage mortgage was extended instead of taking the balloon payment next year.
- There was a 2% increase in salaries across the board.
- The addition of solar collectors has significantly reduced the electric bill.

Mary Brownlow commented on how extremely lucky we are between being careful with money and the generosity of the people in the church. She mentioned that other churches around Vermont are not so fortunate.

Christopher Ashley asked about funding for clock repair and was assured money was available. He said that he hopes to have the bell working this year when it warms up.

All voted in favor of the proposed 2017 budget.

Joanne Egner moved to consider and vote on reports C – L and N – P. George Thomas seconded.

Discussion of Reports:

C: Pastor – no questions or discussion

D: Elders – no questions or discussion

E: Clerk – no questions or discussion

F: Transition Team for Structural Reorganization – no questions or discussion

G: Ministry of Spiritual Formation & Nurture -

Joanne Egner asked about paid nursery care. Mary Brownlow responded that the eighth graders that are currently covering the nursery are too young to be paid.

H: Ministry of Outreach -

There was a correction on p. 13 – should be 2016 Monthly Mission Collections.

I: Dominican Republic Projects – no questions or discussion

J: Ministry of Worship – no questions or discussion

K: Ministry of Stewardship -

John Langhus spoke about the solar panels on the roof of the parish hall installed by Norwich Technologies. It was paid for 50% by a grant from Green Mountain Power, and 50% from the Woodworth Fund. He said we should have zero electricity costs going forward.

L: Giving Committee – Barbara Duncan thanked Sonya Stover for all her work even though she was not present

N: Walter and Elizabeth Woodworth Fund

Jane Helms noted a math error on p. 18. The total project cost for the solar panels should be \$37,708.

O: Music Staff Report

Mary Brownlow noted that because of additional money becoming available from the Clevie White Fund, we were able to have Samantha Moffatt play the hammered dulcimer at the 9 pm Christmas Eve service.

P: Investment Committee – no discussion or questions.

John Severinghaus then invited discussion and consideration of adopting the proposed bylaw revisions, which are attached. Hillary White moved to adopt the bylaw revisions. Gary Brooks seconded.

Hillary briefly reviewed the changes.

- This is a simple structure and process.
- We will be a nimble/agile church in order to carry out our goals.
- The ministry model is continuing.
- Church council is back.

Bob Miller reviewed three big areas of change.

- The elimination of the following officers of the church: clerk, assistant clerk, moderator and assistant moderator. Church council will be back and will take on some of the previous Diaconate duties.
- Boards and committees are gone with the switch to the ministries model. Ideally there will be fewer leaders and more dynamic involvement from more people.
- There is a change in terms of office. All officers and leaders have one year terms, with the ability to serve up to five years. After a one year hiatus a person could come back to a position.

The elders voted to recommend these changes to the church. Dick McGaw asked if the name of the officers of each ministry would be “chair”. There was a short discussion of nomenclature.

Hillary amended her motion to change language in Article VI, paragraphs 2 and 3 to:

The goals of the Ministry Model are to: promote a Nimble/Agile Organization (within the structure of our Church Council and our Ministries); adopt a system of fluid circles of semi-self-management (what we now call Energy Groups or Ad Hoc Committees – guided by and answerable to our Ministries and/or Church Council); assign Tasks to these energy groups or to any other Church Council/Ministry-appointed groups so there is clarity and definition of the objectives and goals for each project; and assign Point People or Coordinators who lead the group tasked with a project and report back to their Ministries and/or Church Council. We will pursue these goals in a way that is driven by our overall mission as stated in our Covenant.

Our aspirational goals are most important, sprinkled throughout the organization: healing, nurturing one another, inspiring each other, communicating and connecting with one another and our community, and broadening participation. Our overarching organizational goals should help enable and facilitate these covenantal and aspirational goals.

Gary Brooks agreed to the amendment.

Susan White asked about the “nimble/agile” nomenclature vs. more church-related language. Hillary replied that it is so we can be responsive to our church and outside community. Rita Severinghaus said that the words “faithfully responsive” resonated with her. Jane Helms suggested changing “Nimble/Agile” in the first paragraph to “an Agile Spirit-led Organization”. She also suggested the following language changes to the second paragraph: after the word “organization:” we add “being faithfully responsive,” before the word “healing”.

Hillary and Gary accepted these changes.

The vote to amend the bylaws changes was unanimous in favor. The vote to amend the bylaws was also voted unanimously in favor.

Barbara Duncan moved the NCC UCC Nominating Slate for 2017 as put forward by the Nominating Committee. Joanne Egner seconded.

Mary Brownlow brought up the need for nominations to the nominating committee. She also mentioned that we still need a Hospitality Coordinator and a second person to coordinate the Listen dinners.

Bob Miller noted an omission: that Jenn Langhus should be on the Ministry of Worship and Care. The slate was accepted on a unanimous vote.

John Severinghaus turned the meeting over to the Vice Chair of the Church Council, Willemien Miller. John Severinghaus moved to close the meeting and Susan White seconded. The vote to close was unanimous.
Respectfully submitted, Heidi Webster

C: Pastor's Report

2017 was a busy year, when our church navigated new waters with our “in-house” organization and with our place in the community. Both required imagination, discernment, and good will... which, luckily, our congregation has in abundance. This year, 2018, will launch our third century of worship in this place. For myself, an immersion in history of our 200th anniversary year has been enriching and enlightening. I trust that the energy shown by our ancestors in faith will be matched by the energy of our current generation. With Mordecai in the book of Esther, I wonder, “Who knows whether you have not come to the kingdom for such a time as this?”

In company with many other churches in our denomination, the United Church of Christ, we began to explore what it means to live out the injunctions on the rainbow banner above our doorway:

Be the Church

Protect the environment.

Care for the poor.

Embrace diversity.

Reject racism.

Forgive often.

Love God.

Fight for the powerless.

Share earthly and spiritual resources.

Enjoy this life.

Though many of these concepts come under the scope of the Ministry of Outreach, we found ways to explore their implications in sermons, small groups, and service activities. We hope to find our congregation's vocation in the world as we continue to speak, pray and act as followers of Christ.

This was a year of challenging discourse for our nation, and of course this had its influence on our life together. Guest preachers brought up “hot button” topics; friendly discussions at coffee hour tested the bonds of community; marches and vigils became a place for some to express their own views. With care for all in mind, we hosted a workshop on Healthy Communication in November, trying to learn speaking and listening skills that will help us live and serve together.

Our worship life including changing duties with our new organizational structure, and new faces as people came forward to volunteers as Scripture readers, communion servers, coffee preparers, and ushers. The core of congregational life is our weekly Sunday morning worship service. That said, other opportunities for worship, whether it be a quiet Ash Wednesday evening service, or the lively Christmas Eve 6 pm service, feed our spirits with the perennial nurture of hope, peace, joy and love. We are always looking for ways to include more members and friends in communal worship, whether that means singing with the choir, reading aloud, or praying in silence.

We are living into our new bylaws, which were written to encourage nimble and flexible adaptation to the changing needs of our congregation and the world. As a result, several ad hoc committees have been formed as needed. The Church Council appointed a 3-person team to organize our 200th anniversary activities. They in turn appointed a 2-person team to organize the September 16 Anniversary Celebration event. An adult education committee, under the broader umbrella of the Ministry of Religious Education, has been active in planning a variety of events. The Church Council has also appointed a committee tasked with looking into replacing our worn sanctuary carpet, as well as taking care of other possible improvements to the space.

This nimble and flexible adaption extends to our church staff – all part-time but dedicated. There is a lively cooperation, with creativity, problem-solving, and out-of-the-box thinking being shared around. Amy in the office, Danielle in the Sunday School, Kathy with the choirs, Tacy with piano and organ, Dan keeping a watchful eye on the physical plant, Al (invisible to most of us) doing his weekly cleaning of all our spaces: all are part of the rich human resources with which we are blessed.

This past fall, I decided to convene my fellow UCC pastors in Thetford Hill, Lyme, and Hanover to discuss how our churches might cooperate. With all of us in close proximity, sharing schools and commuting routes, it

seemed that there might be a value in convening across congregations. This is bearing fruit in the form of an adult education Bible class, taught by Kenneth Cracknell, which is open to all four churches. We hope to find other ways to share the spirit, in youth ministry, in music ministry and in social action.

In wider denominational ministry, I sit on the Vermont Conference Department of Mission, a group of 9 members who keep efforts in the work of justice and compassion before the churches and associations of the Conference. This group usually has resolutions before the Vermont Conference Annual Meeting in the spring. We are currently working on one that affirms the National Synod resolution, "The Earth in Lord's-Not Ours to Wreck; Imperatives for a New Era (A Resolution of Witness)," which passed last June at Synod with a 97% affirmative vote.

Every year I am mindful of those who have either moved or have passed on to the embrace of God. There is sadness in goodbyes, but there is supreme comfort in being a house of prayer where the value of each life is noted and honored. Both members and friends have found our church to be a place of constancy and refuge in times of parting, and this is a huge gift we offer to the world.

At the same time, I am always joyful to welcome new members, to baptize the young (or not so young!), to confirm youth, and to include the voices of children in worship. And so I hope that all of you will cultivate an attitude of invitation and welcome so that our congregation can grow.

Mary

D: Clerk's Report

Membership:	225 Members; 12 Associate Members	
Baptisms:	None	
Confirmations:	Emma Taylor	5/14/17
	Loulou Voelkel	5/14/17
Deaths:	Edward Janeway	3/10/17
	Clinton Gardner	8//17
	James Southworth	10/19/17
Transfers Out:	Judy McKeown	
New Members:	Smith Reed	1/29/17
	Ginny Reed	1/29/17
	Ginny Hazen	12/10/17
	Bill Gleeson (associate)	12/10/17
	Dona Gleeson (associate)	12/10/17

If you notice errors or omissions, please contact the church office.

E: Ministry of Religious Education Annual Report

Children's Programs

It has been an exciting year in Sunday school. Danielle Taylor has been doing an outstanding job continuing the online "Seasons of the Spirit" Sunday School curriculum. It is a lectionary based and follows the readings of the service.

The children presented a play on Children's Sunday under the direction of Danielle to commemorate the 200th anniversary of the building of the Norwich Congregational Church.

Emma Taylor and Sonya Lippman, graduates from the 2017 confirmation class, will be working in the nursery class on Sunday mornings.

Jenn and Gunner Langus are song leaders in the Sunday School class, teaching the children traditional Sunday School songs.

The children continue to serve as acolytes, readers, and ushers during church services.

There was an introduction of the "Our Whole Lives" (OWL) program for 4th, 5th, and 6th graders, a group effort of the Norwich Congregational Church, the Unitarian Universalist Congregation of the Upper Valley, and the North Universalist Church Society.

We would like to like to thank Rev. Mary Brownlow, Danielle Taylor, Kathy Sherlock, Tacy Coloaiacoma, Emma Taylor, Sonya Lippman, Jenn and Gunner Langus for their exceptional talents and efforts in supporting the children's programs.

Other Programs

Reverend Brownlow meets monthly at Kendal at Hanover for sermon discussions.

A weekly Wednesday morning bible study continues.

Adult Education Subcommittee of the Ministry of Religious Education (submitted by Ann Beams)

This subcommittee of the Ministry of Religious Education agreed to meet quarterly for the year. Committee members: Ann Beams, Kenneth Cracknell, David Gouwens, Shari Gouwens, Susan White Hillary White (who joined us beginning in June), and Mary Brownlow. At the end of 2017, we agreed to extend our subcommittee for one more year. Shari Gouwens agreed to be the liaison with the Ministry to whom we report. Thank you, all! Continuing on the basic theme begun in 2016, "Finding the Sacred in Secular New England" our monthly second hour offerings focused on taking a new look at some basic Christian concepts. In February, David Gouwens led "How to Read the Bible Today: God's Story and Our Story". His class was so well received he agreed to offer a "part 2" in March! In April, Mary Brownlow led a class on "Repentance." In May, Ann Beams led a class on "Resurrection." In June, Kenneth Cracknell led "Making Friends with the Greek New Testament." In the fall, adult education offerings were developed and offered by the 200th anniversary committee. Throughout 2017, the Centering Circle continued to meet weekly. They often share a book as part of meditations.

As we moved into the spring, the subcommittee reflected on basic principles of adult education/spiritual formation for the small church, prompted by research shared by Shari Gouwens. We developed a draft of a "Statement of Purpose for Religious Education" that the Ministry of Religious Education further refined and submitted to the Council for approval. Also, we agreed that we should be "going deeper" versus "adding more stuff" to peoples' calendars. To that end, Susan White began writing short informative and entertaining articles about the liturgical year for the bulletin, weekly emails, and Lifeline. They have been great!

We attempted a family book-read and supper. Though we couldn't quite pull it off, we hope families enjoyed reading the upper elementary aged children's book, "Who Am I?" by Katherine Paterson.

This is a very thoughtful and caring subcommittee, clergy and laity alike. Further, I conclude by saying that I am awed by NCCUCC's retired clergy and professors; those on this subcommittee, and others in the congregation.

They are a true gift to our church!

Respectfully Submitted by Laura Belieavu, Brittany Calsbeek, Molly Caterini and Dawn Thomas on behalf of the Ministry of Religious Education, January 11, 2018.

F: Ministry of Outreach

Outreach Ministry is charged with promoting the mission of the Norwich Congregational Church, United Church of Christ and encouraging Congregational response to mission support through service, monthly mission giving and special offerings.

It is our goal is to keep the Congregation informed regarding our activities and donations on a regular basis through the Lifeline, Sunday Service program, weekly Church email notices, and with postings on the bulletin boards in parish hall and the lobby. We also act as a clearinghouse for information received regarding programs of other faith based organizations and like-minded charities. Our delegate to the Vermont Conference in 2017 was Heidi Webster. Heidi Webster and Terri Ashley shared responsibilities as our representative on Church Council.

We would like express our sincere appreciation to Mary Brownlow for her assistance, wisdom, guidance and institutional memory; and to office manager / bookkeeper Amy Frost for her able and willing assistance in both her roles. We would also like to thank Carol Loveland who coordinated the volunteers for the Listen Dinners for many years, to all the people who volunteered to help prepare and serve Listen and Dismas House dinners, and to everyone who participated in Outreach Programs in 2017.

2017 Budget Donations

2017 Outreach Ministry Budget

Local Mission (Acct 6315) Budget Allocation	\$ 6,000.00
	Distributions
Hartford DCF – Family Services (Visit Room)	\$ 250.00
DR Projects – Reading Corner Project	\$ 650.00
Second Wind Foundation 9Opioid Addiction Programs	\$ 2,000.00
The Family Place	\$ 1,000.00
COVER	\$ 500.00

In-Kind Contributions - Upper Valley Focus

- **Listen Community Dinners:** Volunteers from the Church membership prepare and serve bi-monthly Community Dinners at the Listen location in White River Junction.
- **Dismas House Dinners:** Once a month, NCC volunteers prepare, serve and enjoy a dinner with the residents of Hartford Dismas House. Thanks to those who volunteered. The program is coordinated by Jeff Nielsen and Heidi Webster.

Community Programs

- Outreach Ministry hosted an Aging in Place event on May 2nd: Healing the Body Healing the Soul: Exploring the Spiritual Dimensions of Health Care. It was held in memory of Dennis McCullough MD. The Panelist were: Lori Harding, RN, co-director of the Upper Valley Community Nursing Project, Joseph F O'Donnell MD, Geisel Medical School, Rev. Frank Macht, DHMC Chaplain and Elizabeth McGrath, RN, DHMC.
- We hosted Gun Sense VT meeting following their vigil on December 14th to remember victims of gun violence?
- In connections with our support of refugee resettlement in Vermont, we assisted former NCC Pastor Doug Moore in his volunteer efforts of offering legal assistance with the Vermont Refugee Resettlement Program.

2017 Monthly Mission Offering Collections

Recipients*

January / February	SEVCA (Heating Assistance)	\$ 874.00
March / April	One Great Hour of Sharing (UCC)	\$ 530.00
May / June:	Vermont Foodbank	\$ 679.00
July / August	Peace Trees Vietnam	\$ 756.00
September / October	Neighbors in Need (UCC)	\$ 717.00
Nov / December	The Christmas Fund (UCC)	\$ 1,377.00

The Christmas Eve Offerings (for the Pastor's Discretionary Fund) \$ 5,349.09

* Descriptions of each Mission Offering recipient appeared in the Lifeline and are available from the Mission Board

Respectfully Submitted, 2017 Outreach Ministries Leadership Team: Terry Ashley, Doug Britton, Jeff Nielsen, and Heidi Webster

G: Dominican Republic Projects

The Dominican Republic Projects (DR Projects) is soon completing 20 years since its first effort to bring assistance to marginalized communities in Cotui, a town in the rural central region of the country. Margarita R. Severinghaus (Rita) has led humanitarian missions focused on facilitating sustainable community development in areas of health, education and the environment.

Consistent with our mission since 2003 more than 25 groups of volunteers have visited with Rita to join communities in spearheading and establishing new projects. Construction efforts have included: a community center, community bread ovens, village health center, school remodeling, home building, and installation of two school libraries. Health teams have provided health screenings in hypertension, diabetes and urgent care, as well as distribution of vitamins, application of fluoride and dental health services to several village residents and children in surrounding communities of Cotui. We were fortunate to have the participation of several local Cotui dentists, a psychologist, the R.N. manager of the regional public hospital and many volunteer interpreters. In 2017 we provided services to more than 300 adults and over 300 children.

Recognizing the need for legal representation in the Dominican Republic a non-profit organization *Fundación Uniendo Manos Dominicanas* (literal translation: Joining together Dominican Hands) was formed in 2012 to represent the DR Projects initiatives. Annual meetings are held to fulfill requirements set by the Dominican government and to review the work of the foundation. Our programs continue as collaborative ventures between two cultures.

As in all prior years the Lions Club Nursing Home received our donations of medical supplies in support of their care to the elderly in Cotui. We also continue donations of medical supplies to the local regional public hospital.

During April vacation 2017 a group of 20 volunteers--students, parents and the Associate Pastor of The Church of Christ at Dartmouth College -- joined Rita on the 26th mission trip. Rita's daughter, Elysa took on a leadership role in this her first major volunteer group trip, she joins us again in 2018. Volunteers carried in their suitcases hundreds of pounds of children's clothing, vitamins, and medical and dental supplies donated by our church members, UV dentists, TK Sports, and NE TransMed. Together with the children of the Centro Educativo Hernando Alonso (K-8th grade) the team converted an empty space into a beautiful library with hundreds of books acquired in the Dominican Republic. The space has decorations made by children of NCC and CCDC. Contributions to the effort were made by NCC Outreach Board, the NH Pembroke Foundation, and the Byrne Foundation who generously granted funding to defray project cost and student participation. Our daffodil fundraiser was supported by Valley Flower of WRJ.

In addition, our joint humanitarian trip continues bridging collaborations between NCC, the Church of Christ at Dartmouth College (CCDC) and the Meriden Congregational Church. Members of three churches actively participated and contributed to several fundraisers in support of the Library Initiative and a Reading Club started in the summer of 2017. A particularly significant grant was received from Vitamin Angels, an international organization providing pre-natal and children vitamins; vitamins will be received twice per year. (Check out the blog: <http://nccdrtrip2017.blogspot.com/?m=1>). Our next volunteer group has formed and anticipates travel April 13-21, 2018. We will continue our health initiatives, and work on a small building project designated by the community.

The women's co-op (CREELA) has continued their work developing self-sufficiency through independently managing orders received from the US. This is their 12th year in production. The co-op has recently received an invitation to the International Folk Art Market to be held in Arlington, Texas in June 2018.

Finally, through donations from US friends and the administrative assistance of NCC and the nuns of Cefoformali (Cotui), the Child Sponsorship Program continues in its 11th year fostering support to several school age children and their families.

Your support gives hope to small communities of the town of Cotui, who face many limitations imposed by socio-economic conditions and the lack of resources. We hope our efforts continue to be sustaining, facilitating opportunities for cultural understanding and social justice. For our ongoing work in Cotui, check us out on the websites and links below! creela.org; drprojects.org; <http://nccdrtrip2016.blogspot.com/?m=1>

Respectfully submitted, Margarita Ruiz Severinghaus

H: Ministry of Worship & Care

The Ministry of Worship and Care met monthly during 2017 to fulfill the responsibilities directed by the new by-law printed here. Our decisions were made by consensus.

From the By-Laws:

Ministry of Worship and Care. The spiritual ministry of the Church, including services of worship, music, beautification of the sanctuary, hospitality and pastoral care, shall be the overall responsibility of the Ministry of Worship and Care, working with the Pastor. This Ministry is encouraged to promote a culture of welcoming and connecting within the church and, in partnership with the Ministry of Outreach, extending to our larger geographic community. The leadership of the Ministry of Worship and Care shall consist of three (3) to six (6) members, nominated and voted upon at the annual meeting for one year terms, eligible for re-election for up to 5 consecutive terms, after which they shall be ineligible for re-election for a period of one year. All church members are encouraged to participate in the Ministry of Worship and Care as part of the responsibility of membership.

Tasks. The tasks of this Ministry may include:

- a) promoting a culture of welcoming before and after the worship service
- b) working in partnership with the Ministry of Outreach to connect with and be welcoming to our community
- c) involvement with the pastor in the evolving nature of the services of worship so it resonates with the congregation
- d) beautification of the sanctuary including the overall tidiness of the sanctuary and helping to organize flowers for the worship service

Point People. Within the Ministry of Worship and Care, "Point People" or Coordinators may be designated for specific tasks, including but not limited to:

- a) a Head Usher who coordinates usher volunteers for worship services (Carolyn and Peter Mertz),
- b) a Hospitality coordinator, (Susan Barron)
- c) a coordinator of the Prayer and Care group (currently unfilled).

Specifically, the Ministry of Worship and Care undertook the following initiatives in 2017.

- We reviewed the Sunday bulletin and made changes to make it more accessible by adding language and music notation (or hymnal citation) so that everyone attending the service could participate fully. For example we included the words to the Lord's Prayer and the doxology in the content of the bulletin.
- We created a new "Welcome Brochure" to place in the pews.
- We made efforts to expand the reach of our music program. Youth volunteers brought music to the Sunday School. The Boys' Handbell Choir had a very successful debut. We advertised to recruit new members into our Senior Choir.
- We asked Amy to expand her role to include maintaining and updating our NCC Website and she undertook this responsibility.
- Following discussion on the need to replace the worn out Sanctuary Carpet, and the possibility of creating flexibility with the configuration of the pews, we asked the Church Council to create an ad hoc committee to explore options. Two of our Ministry of Worship and Care members are serving on this committee.
- We advertised and encouraged people to volunteer to help support our worship by undertaking necessary tasks: ushering, serving communion, serving as readers in worship, making coffee, and participating in the prayer and care group.
- Following a discussion of a very helpful article from the Alban Institute on the subject of improving our worship service, we are planning on participating with local UCC churches to have our members audit neighboring services; while we audit their services in return. The goal of this program is to have fresh eyes give us possible suggestions for improvement.
- A member of our Ministry participated on the Church Council.

Respectfully submitted, Christopher Ashley, Joan Wanner, Susan White, Jenn Langhus, Mary Brownlow

I: Ministry of Building & Finance

This has been another good year with a budget surplus and a good outlook for 2018. Please refer to the 2018 budget and the reports of the Finance and Giving Committees for details.

Through a mix of giving and Woodworth fund support, we now have the funds to proceed with renovation of the windows in the Sanctuary including the stained glass window above the Pulpit. We expect the work to be accomplished in 2018. We replaced the Parish Hall floor and added a terrace outside the Hall. An Ad Hoc group has been formed to decide what to do with the carpet and pews of the Sanctuary. There are a number of small energy projects which still need to be done under the supervision of the Sexton.

The budget includes a 4% salary increase and a fund raising assumption of \$5000. The \$4000 surplus from this year was added to the Maintenance Capital Reserve on the balance sheet.

Give special thanks to Joanne Egner, Amy Frost, Mary Brownlow, Brooke Trottier, Peter Mertz, Bill Gleeson and Sonya Stover for their work.

Respectfully Submitted Doug James

J: Giving Committee

This year we decided to pursue a low-key pledge campaign in order to avoid competing with / compromising our 200th anniversary celebration. We continued to reach out to potential pledgers as we have in past:

1. Short "Lifeline" articles related to church giving, July - October.
2. A letter sent at the end of October, reflecting on what pledging means today and in the past, and including a note from Mary.
3. Announcements at the beginning of each service starting in November, followed by personal "testimonies" offered by church members to explain how they think about pledging and why they pledge. It should be noted that the congregation seems to like hearing thoughts on this topic from speakers they don't normally see at the pulpit.
4. A "thank you" coffee hour, featuring pie, was put on the Sunday prior to Thanksgiving as an end to the official pledging season as well as an end to our 200th anniversary celebrations. This is the second year we have done a pie-focused thank you and it seems like a big hit!

5. This year, additional "reminders" were needed in the form of specific announcements about how many pledges were in (compared to the total needed) and how much we had raised (compared to the total needed). These announcements continued into Advent, but seemed effective.
6. Follow-up emails were sent mid-way through December, with a plan to make follow-up phone calls. Follow-up phone calls were not made this year because the call list seemed to consist primarily of regular givers who were going through personal troubles (and were therefore probably not thinking about pledging). Because we had already met our goal, we decided not to pursue these individuals.
7. Personal thank you notes will be written by the end of January.

As of January 3, 2018, we have received 73 pledges (down from 84 last year, 89 the year prior) for a total amount of \$187,810 (down from \$194k last year and \$196k the year prior). We do expect that additional gifts will be made, especially by some of the individuals who were distracted at the end of the year (see #6, above). Although our work this year met our goal (\$185k), we will be reviewing our efforts to see how we could make them more successful next year. Some thoughts include providing more "statistical" data about pledges and working to persuade individuals to increase their annual pledge amounts (especially if we're going to have fewer pledgers in the future). Suggestions are always welcome!

Thank you to Mary and Amy for their help with this task -- and for their patience and understanding during a family crisis which demanded my attention at a critical time in the pledging calendar.

Respectfully submitted, Sonya Stover

K: Nominating Slate for 2018

Chair of Church Council:	Ryan Calsbeek
Vice Chair of Church Council:	Willemien Miller
Treasurer:	Joanne Egner
Assistant Treasurer:	Mark Beliveau
Collector:	Ginny Reed
Assistant Collector:	Linda Himadi

Nominating Coordinator:

Ministry of Worship and Care

Leadership:	Christopher Ashley- chair	Jenn Langhus
	Joan Wanner	Susan White
	Ginny Reed	

Ushering Coordinator:	Carolyn Mertz
NCC Cares Coordinators:	Deb Berryman and Judy Pond
Hospitality Coordinator:	Susan Barron

Ministry of Outreach

Leadership:	Doug Britton - chair	Heidi Webster
	Jeff Nielsen	Terri Ashley
	George Thomas	

DR Project Coordinator:	Rita Severinghaus
Listen Dinner Coordinator:	Stan Williams

Ministry of Religious Education

Leadership:	Dawn Thomas- chair	Laura Beliveau
	Shari Gouwens	Brittney Calsbeek

Adult Education Coordinator:	Ann Beams
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Ministry of Building and Finance

Leadership:

Brooke Trottier – chair
Doug James

John Langhus
Bill Gleeson

Investments Subcommittee:

Peter Mertz

Matt Stover

Annual Giving Coordinator:

Sonya Stover

Woodworth Committee:

Mimi Simpson
Jenny Williams
Ryan Adams
Harry Dorman
Gretchen Maynard

L: Walter and Elizabeth Woodworth Fund

In 2017 The Woodworth Committee received, reviewed and approved the following grants:
200th Anniversary Celebration of the Church, Various Expenses

In March 2017, The Woodworth Committee approved a grant of \$8,100 supporting several activities related to the celebration of the 200th anniversary of the church. Activities included a lecture series, a banner, an historical exhibit and miscellaneous meals and supplies.

Restoration of Church Windows

In August 2017, the Woodworth Committee approved a grant of \$25,750 for the restoration of our historic Sanctuary windows in honor of the 200th anniversary of the church.

Mediation and Conflict Resolution

In August 2017, The Woodworth Committee approved a grant of \$2,000 for a one-day Open Communication Skills workshop given by Nancy Brown, a professional mediation and conflict resolution trainer.

Dominican Republic Trip Expenses

In December 2017, The Woodworth Committee approved a grant of \$3,200 for travel and in-country expenses for Danielle and Emma Taylor to go on the Dominican Republic mission trip supporting the NCC Board of Mission and Rita Severinghaus sponsored “Reading Initiative” program and other projects in the region. (Approved in December 2017, signed January 8, 2018)

Respectfully submitted on behalf of the Woodworth Committee, Ryan Adams

M: Music Staff Report

N: 200th Anniversary Committee

March 25th. There was a celebration potluck dinner to share our plans and to gather thoughts and ideas from the congregation.

June 11th. The children performed a play commemorating the history of the church, with a celebration coffee hour afterwards.

June 24th-November 19th. There was an exhibition in the parish hall and parlor depicting various aspects of the church's history, including: the first and second churches on Meeting House Hill and the building of this Church “on the plain” in 1817, evolution of the exterior of the Church, changes of the interior of the Church, 6 generations of the Church organ, Ministers who served the Church, Church organizations over the years, detached Church buildings, and Fred Metcalf and Louise Johnson (two icons of the Church). This exhibit featured the two bicentennial families of the Church: the Waterman family and the Loveland family.

September 16th. There was a homecoming celebration featuring former pastors and friends of the church.

October 18th. There was the first in a series of annual lectures given by Randall Balmer, an Episcopal priest, and the John Phillips Chair in Religion at Dartmouth College. “God is Still Speaking, Are We Listening?: 500 Years of Protestantism, 200 Years in Norwich”

November 19th. On the 200th anniversary of the first service in our sanctuary there was a special service with both historical and contemporary elements.

On behalf of Deb and Shari, thank you, George Thomas

O: Clock and Bell

Since the steeple refurbishing we have been slowly bringing the steeple clock and bell back into working condition. The clock, bell, and weight mechanisms are 200 years old, and require constant care and tending. The goal over the past year was to have the clock keeping accurate time and the bell being stuck on the hour by the 200th year celebration. The clock/bell mechanism actually has 2 connected, but almost separate sides: the time side and the bell strike side. Each side has its own weight/pulley/cable mechanism. For most of 2017 the clock was keeping time accurately; for most of the fall the clock was striking accurately.

At our 200th Year Celebration over 50 people went up into the steeple and had a tour of the clock and bell. The Congregation needs to be aware of two significant structural issues:

1. Both the clock and the strike side employ significant rock weights (100+ pounds) that move up and down in channels the SW and SE corners of the church building. They hang on wooden pulleys and steel cables. The pulleys are attached by hemp ropes to the beams of the church. The pulleys and ropes are old, worn, and need to be replaced. Over the past few years the cables have on occasion jumped out of the pulley tracks and the weights have become jammed in the channels. Dan and I have had to use an industrial strength jack to lift the weight and unjam the cable. I have not been able to locate anyone who will replace the pulleys and rope cables. I will keep searching.
2. More importantly, within the cable channels are pipes for the sprinkler system. This is a major concern as a cable failure could cause a weight to fall and break a sprinkler system pipe and create a flood. I am not clear as to what would be required to rectify the situation.

Lastly, I am still looking for another member or members to help with the weekly winding and care of our steeple clock.

Respectfully submitted, Christopher Ashley

P. Ad-Hoc Sanctuary Flooring Committee

During the summer and fall of 2017 some members and ministries of our church discussed the situation regarding the carpet and floors in the Sanctuary. The current carpet is very worn and needs replacement. The discussion centered around the opportunity that carpet replacement presents: If our church is considering making any modifications to the pews (i.e.- movable pews or replacing the current fixed pews for example) it would be best to do so in conjunction with the carpet replacement. The same opportunity exists for changing the flooring from carpet to hardwood.

In November the Church Council approved creating an ad-hoc committee to study the situation and make recommendations. Brooke Trottier, Smith Reed, Peter French, Jenn Langhus, Mary Brownlow, Christopher Ashley appointed and met in January.

At our first meeting we reached consensus on these 2 decisions : We felt that the current pew configuration was what a large majority of our congregation prefers, and that carpet across the front, back, and in the aisles of the Sanctuary made more sense than hardwood flooring for aesthetic, acoustic and safety reasons.

If you have input on these 2 issues, especially if you disagree with our consensus, please let a member of the ad-hoc committee know before our next meeting on February 15, 2018. We also will ask for input at the NCC Annual Meeting.

In February we plan to consider the feedback we receive, and how to move forward. Another topic the ad-hoc committee is exploring is improving the comfort of the pews.

Respectfully Submitted,

Brooke Trottier, Smith Reed, Peter French, Jenn Langhus, Mary Brownlow, Christopher Ashley

Q: Investment Committee

The Investment Committee oversees church funds that have been given in the past for general use or for specific purposes. **As of year-end 2017, the Trust Funds balance totaled \$916,540, an increase of \$119,461, or 15%, compared to the year-end 2016 value of \$797,079.** The primary drivers of this change in value were: positive investment performance; withdrawals to fund the Church budget; and the positive impact of monthly payments from the mortgage (see Table 1).

Trust Fund monies are primarily invested in two of the United Church Foundation's family of socially responsible funds: 6.0% in an equity fund; 86.6% in a moderate balanced fund – a 65/35 mix of stocks and bonds. 7.4% is held in a Vanguard fund which invests in Intermediate Term US Treasury obligations (see Table 2). The investment mix at year-end was approximately 62% equity and 38% fixed income and cash in line with our targeted asset allocation.

The allocation of investment funds to individual trust accounts is shown (see Table 3). Also shown is the ten year historical perspective on the value of NCC Trust fund accounts (see Table 4). The total value of church funds has increased substantially since the financial market declines in 2008-09. The increase was driven primarily by proceeds from the 2011 sale of the parsonage, generous bequests, and the strength of financial markets in recent years. Including the principal balance on the Parsonage mortgage, invested funds total \$1,122,154.

As was the case last year, the church budgeted the funding of operating expenses from its "Unrestricted" as well as its "Restricted Purpose" endowment funds (Preaching, PMHS, and Clevie White) using a slightly more conservative spending formula than has been used in past years. Use of a 4.0% spending formula (rather than the 4.5% rate used in prior years) is consistent with the practice of many other endowments in an era of declining investment returns and inflation. During 2017, disbursements from the various Restricted Purpose and Unrestricted accounts totaled \$26,142. **For 2018, the Investment Committee recommended a transfer of \$28,794 from the various Trust Funds including \$1,000 from the Clock Fund to fund operating expenses and reserves, subject to Congregational approval of the budget.**

During past years, the church has received very substantial bequests which materially increased its endowment. **The Investment Committee would encourage those of you who are drawing up or changing your will to consider including a legacy gift to the NCC Trust Fund.**

Respectfully submitted on behalf of NCC Investment Committee, Peter Mertz

Table 1: Changes in Value of Investment Accounts during 2017

Balance as of 12/31/2016	\$797,079
Transfers out:	
For 2017 expenditures	-26,142
Transfers in:	
From mortgage payments	25,716
Net change in investment value	119,887
Ending Balance as of 12/31/2017	\$916,540

Table 2: Trust Fund Holdings as of December 31, 2017

United Church Foundation Moderate Balanced Fund (65% equities; 35% bonds)	\$794,115
United Church Foundation Equity Fund (55% domestic core equity; 20% small cap equity; 25% international equity)	54,958
Vanguard Intermediate term Treasury Fund (US Treasury Bonds)	67,467
Total Investment Funds	\$916,540

Table 3: Allocation of Investment Funds to Individual Trust Accounts as of 12/31/2017

Unrestricted Use Funds	Amount	Percentage	
General	\$271,664	29.6%	
Flower Fund	20,051	2.2%	
Help for Needy Fund	2,096	0.2%	
Ellison Fund			
SAM	5,151	0.6%	
Music	5,152	0.6%	
Subtotal Unrestricted Funds	304,114	33.2%	
Restricted Purpose Funds			
Sargent Painting Fund	\$38,787	4.2%	
Charles Judd Clock Repair Fund	26,508	2.9%	
Pastoral Ministry and Housing Support	426,252	46.5%	
Preaching Fund	38,333	4.2%	
Clevie White Memorial Fund	19,988	2.2%	
Subtotal Restricted Use Funds	549,868	60.0%	
Restricted Purpose – Income Only Funds (incl. interest balances)			Interest Balance
Waterman Building Maintenance Fund	\$38,007	4.1%	\$1,394
Merrill Bible Fund	5,775	0.6%	267
Mitten Fund	18,777	2.0%	361

Subtotal Income Use Only Funds	62,559	6.8%
Total Trust Funds	\$916,540	100.0%

NOTE: Columns may not add due to rounding.

Table 4: Ten Year Historical Perspective on the Value of Trust Fund Accounts

Balance as of 12/31/2008	\$264,455	
Balance as of 12/31/2009	\$284,409	
Balance as of 12/31/2010	\$308,859	\$ 788,859 *
Balance as of 12/31/2011	\$366,443	
Balance as of 12/31/2012	\$491,206	
Balance as of 12/31/2013	\$722,759	
Balance as of 12/31/2014	\$747,018	
Balance as of 12/31/2015	\$746,280	
Balance as of 12/31/2016	\$797,079	
Balance as of 12/31/2017	\$916,540	\$1,122,154 *

* Including principal balance on Parsonage mortgage.

R: 2017 Actual vs Budget and 2018 Budget

	2017 Actual	2017 Budget	2018 Budget
Income			
4000 Trust Funds			
4001 Unrestricted Trust Funds	9,929.00	9,929.00	9,997.00
4005 Spear (Preaching) Fund	1,381.00	1,381.00	1,409.00
4015 Flower Fund	735.00	735.00	738.00
4016 Clevie White Fund - Music	366.00	366.00	368.00
4020 Sargent (Mitten) Fund	253.00	253.00	302.00
4022 Clevie White Fund - Mission	366.00	366.00	368.00
4025 Hazen (Help for Needy) Fund	76.00	76.00	77.00
4030 Ellison(Music) Fund	188.00	188.00	190.00
4035 Ellison (Mission) Fund	188.00	188.00	190.00
4038 Pastoral Ministry & Housing Support Fund	12,660.00	12,660.00	14,155.00
4039 Clock Fund	0	-	1,000.00
	\$	\$	\$
Total 4000 Trust Funds	26,142.00	26,142.00	28,794.00
4100 Collections			
4105 Pledges	191,491.07	194,510.00	189,010.00
4106 Pledge paid for previous years	4,245.46	4,000.00	3,000.00
4110 Weekly Anonymous Cash	3,152.25	4,000.00	3,500.00
4113 Non-Pledge Gifts	30,171.00	27,000.00	29,000.00
	\$	\$	\$
Total 4100 Collections	229,059.78	229,510.00	224,510.00
4200 Misc Revenue			
4210 Rummage Sale	2,832.00	2,500.00	2,500.00
4211 Fundraising	0.00	-	5,000.00
	\$	\$	\$
Total 4200 Misc Revenue	2,832.00	2,500.00	7,500.00

4212 Christian Ed Income	0.00	500.00	500.00
4805 Use of Facility	19,386.00	18,000.00	20,000.00
4910 WW Money Market Interest	68.02	50.00	60.00
	\$	\$	\$
Total Income	277,487.80	276,702.00	281,364.00
Expenses			
6000 Pastoral			
6005 Senior Pastor-Salary	48,898.97	48,899.00	50,855.00
6010 Car/Pastor	160.50	500.00	500.00
6015 House-Pastor	19,561.09	19,561.00	20,344.00
6020 Payroll Taxes-Pastor	4,865.12	4,865.00	5,060.00
6025 Health Insurance - Pastor	8,085.75	8,000.00	8,560.00
6027 Dental Ins-Pastor	489.00	500.00	500.00
6035 Continuing Ed/Pastor	564.15	1,500.00	1,500.00
6043 Book Allowance-Pastor	329.42	350.00	400.00
6045 Sabbatical	2,500.00	2,500.00	2,500.00
6050 Life/Disability Ins/Pastor	1,035.51	1,027.00	1,068.00
6055 Annuity/Pastor	9,042.42	9,585.00	9,968.00
	\$	\$	\$
Total 6000 Pastoral	95,531.93	97,287.00	101,255.00
6080 UCC Denominational Ministries			
6082 VT Conf UCC Per Capita	3,390.20	3,400.00	3,400.00
6083 OCWM Basic Support	17,000.00	17,000.00	18,000.00
6084 Delegate	302.00	350.00	350.00
	\$	\$	\$
Total 6080 UCC Denominational Ministries	20,692.20	20,750.00	21,750.00
6100 Worship			
6105 Supplies - Worship	647.85	750.00	750.00
6110 Guest Preacher	600.00	1,200.00	1,200.00
6115 Advertisement	170.47	250.00	250.00
	\$	\$	\$
Total 6100 Worship	1,418.32	2,200.00	2,200.00
6200 Ministry of Religious Education			
6215 Supplies - Christian Ed.	931.63	800.00	1,000.00
6216 Sunday School Coordinator	7,341.09	7,341.00	7,635.00
6217 Payroll Taxes Coordinator	561.60	625.00	650.00
6218 Nursery Attendant	400.00	800.00	800.00
6235 Adult Ed	0.00	200.00	200.00
6236 Adult Retreats	0.00	100.00	100.00
6240 Youth Ed	0.00	275.00	275.00
6241 Vacation Programs	240.00	500.00	500.00
	\$	\$	\$
Total 6200 Ministry of Religious Education	9,474.32	10,641.00	11,160.00
6300 Ministry of Outreach			

6315 Local Mission	5,999.37	6,000.00	6,000.00
6325 Clevie White	366.00	366.00	368.00
6335 Sargent Fund (Mitten)	253.00	253.00	302.00
6345 Hazen Fund	76.00	76.00	77.00
6355 Ellison Fund Expense	188.00	188.00	190.00
	\$	\$	\$
Total 6200 Ministry of Outreach	6,882.37	6,883.00	6,937.00
6400 Music			
6405 Senior Choir Dir	11,028.42	11,014.00	11,455.00
6406 Junior Choir Dir	8,504.60	8,519.00	8,860.00
6407 Payroll Tax-Music	3,162.89	3,164.00	3,291.00
6408 Organist	18,165.96	18,167.00	18,894.00
6420 Musicians	550.00	600.00	600.00
6425 Vac Organ	2,325.00	1,250.00	1,650.00
6430 Music-Sr. Choir		300.00	300.00
6435 Maint	1,317.62	1,400.00	1,400.00
6445 Music Jr		250.00	250.00
6447 Jr/Yth Choir Accom	3,645.97	3,645.00	3,791.00
6475 C. White Trust Fund	366.00	366.00	368.00
6485 Ellison Fund	188.00	188.00	190.00
	\$	\$	\$
Total 6400 Music	49,254.46	48,863.00	51,049.00
6500 Office & Accounting			
6505 Office Manager	17,202.00	18,500.00	18,500.00
6506 Payroll Tax-Office	1,315.95	1,415.00	1,415.00
6510 Accounting Services	2,265.48	2,360.00	2,400.00
6512 Copier	3,867.72	4,000.00	4,000.00
6515 Supplies - Office	889.00	1,200.00	1,200.00
6520 Telephone & Internet Service	2,069.93	2,200.00	2,100.00
6525 Postage	729.78	800.00	800.00
6535 PO Box Fee	88.00	88.00	88.00
6540 Lifeline	1,050.00	1,300.00	1,300.00
6555 Computer Expenses	199.00	500.00	500.00
	\$	\$	\$
Total 6500 Office & Accounting	29,676.86	32,363.00	32,303.00
6600 Building			
6605 Sexton	8,185.96	6,645.00	6,910.00
6607 Payroll Taxes-Sexton	626.23	509.00	530.00
6610 Cleaning	11,827.93	11,828.00	12,302.00
6615 Payroll Taxes - Cleaning	904.83	906.00	943.00
6620 Supplies - Building	1,067.74	800.00	1,000.00
6625 Rubbish	280.00	400.00	400.00

6635 Insurance	9,205.82	9,300.00	9,600.00
6639 Elevator Maintenance	1,329.73	1,300.00	1,300.00
6640 Fuel Oil	5,594.76	8,000.00	8,000.00
6642 Furnace/Water Htr Service	622.00	500.00	625.00
6645 Electric	781.69	600.00	600.00
6650 Water Usage	171.00	250.00	250.00
6655 Propane	830.47	1,000.00	1,000.00
6660 Maj Main	10,352.71	7,769.00	1,000.00
6661 Maintenance Capital Reserve	5,690.83	1,500.00	1,500.00
6664 Clock Maintenance/Repair	315.00	-	1,000.00
6665 Snow/Lawn Care	978.00	1,000.00	1,000.00
6675 Fire/Security Alarm	1,974.57	1,500.00	2,000.00
	\$	\$	\$
Total 6600 Building	60,739.27	53,807.00	49,960.00
6700 Miscellaneous			
6705 Hospitality	173.32	500.00	500.00
6720 Flower	194.71	500.00	500.00
6730 Annual Giving Campaign	149.50	100.00	200.00
6740 Worker's Compensation	2,858.00	2,358.00	3,000.00
6780 Brokerage/ Electronic Fees	402.54	400.00	500.00
6781 Bank Fee	40.00	50.00	50.00
	\$	\$	\$
Total 6700 Miscellaneous	3,818.07	3,908.00	4,750.00
	\$	\$	\$
Total Expenses	277,487.80	276,702.00	281,364.00
Net Operating Income	\$ -	\$ -	\$ -
Other Income			
4214 DRP Income		12,000.00	12,000.00
4216 DRP Team Trips	36,444.00		
4217 DRP Child Sponsorship Income	1,550.00		
4218 DRP Womens Coop	832.00		
4220 DRP Community Development Fund	2,100.00		
	\$	\$	\$
Total Other Income	40,926.00	12,000.00	12,000.00
Other Expenses			
7000 DRP Expenses		12,000.00	12,000.00
7001 DRP Team Trips Expense	29,841.37		
7002 DRP Child Sponsorship	1,400.00		
7003 DRP Womens Co-op	1,470.58		
7004 DRP General Expenses	230.00		
7005 DRP Community Development	2,195.64		
	\$	\$	\$
Total Other Expenses	35,137.59	12,000.00	12,000.00
	\$	\$	\$
Net Other Income	5,788.41	\$ -	\$ -
	\$	\$	\$
Net Income	5,788.41	\$ -	\$ -

S: Balance Sheet

As of December 31, 2017

	Total	
	As of Dec 31, 2017	As of Dec 31, 2016
ASSETS		
Current Assets		
Bank Accounts		
1100 Ledyard Operating Checking	124,064.77	69,532.20
1107 Dominican Republic Projects	15,687.88	9,899.47
1109 Ledyard Woodworth MM	72,678.95	60,506.73
	<u>\$</u>	<u>\$</u>
Total Bank Accounts	212,431.60	139,938.40
Accounts Receivable		
1200 Accounts Receivable	0.00	630.00
	<u>\$</u>	<u>\$</u>
Total Accounts Receivable	\$ -	630.00
Total Current Assets	212,431.60	140,568.40
Fixed Assets		
1275 Parsonage Sale Agreement	205,613.72	222,987.68
	<u>\$</u>	<u>\$</u>
Total Fixed Assets	205,613.72	222,987.68
Other Assets		
1802 UCF Investment Account	849,072.96	729,972.11
1803 Vanguard IT Treasury Fund	67,467.29	67,106.48
	<u>\$</u>	<u>\$</u>
Total Other Assets	916,540.25	797,078.59
	<u>\$</u>	<u>\$</u>
TOTAL ASSETS	1,334,585.57	1,160,634.67
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2050 Accounts Payable	1,685.26	0.00
	<u>\$</u>	<u>\$</u>
Total Accounts Payable	1,685.26	\$ -
Other Current Liabilities		
2130 EE 401K Withholdings	1,537.00	1,691.66
2210 Next Year's Pledges	18,700.00	12,650.00
2225 Woodworth Pass Throughs	4,009.17	
2230 Mission		
2230-11 November Mission	633.00	469.00
2230-12 December Mission	744.00	400.00
2230-13 Christmas Eve Collection	5,349.09	4,615.42
	<u>\$</u>	<u>\$</u>
Total 2230 Mission	6,726.09	5,484.42
2233 Hospitality Donations	86.21	182.82
2237 Mission Pass-Throughs	0.00	300.00
2245 Grand Piano Reserve	1,028.42	1,028.42
2259 Clock Reserve	0.00	400.00
2260 Sabbatical Fund	8,676.72	6,176.72

2290 Windows Restoration	46,600.28	
	\$	\$
Total Other Current Liabilities	87,363.89	27,914.04
	\$	\$
Total Current Liabilities	89,049.15	27,914.04
Long-Term Liabilities		
2265 Reserve Capital Maintenance	14,002.11	21,234.65
2901 Woodworth Fund Balance	72,678.95	60,506.73
	\$	\$
Total Long-Term Liabilities	86,681.06	81,741.38
	\$	\$
Total Liabilities	175,730.21	109,655.42
Equity		
2700 Retained Earnings	21,013.51	21,013.51
2800 Parsonage Capital	205,613.72	222,987.68
2802 UCF Trust Balance	849,072.96	729,972.11
2803 Vanguard - Trust Balance	67,467.29	67,106.48
2804 DRP Equity	9,899.47	9,643.70
32000 Unrestricted Net Assets	0.00	0.00
Net Income	5,788.41	255.77
	\$	\$
Total Equity	1,158,855.36	1,050,979.25
	\$	\$
TOTAL LIABILITIES AND EQUITY	1,334,585.57	1,160,634.67

Norwich Congregational Church
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