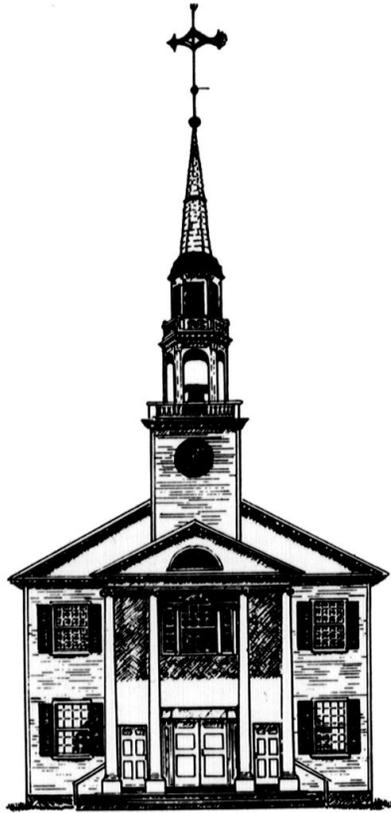


ANNUAL REPORT

2016



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

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A: Warning of the 2016 Annual Meeting of the Norwich Congregational Church, UCC

Notice is hereby given of the 2016 Annual Meeting of the Norwich Congregational Church, UCC to be held after worship on Sunday, February 5, 2017 to transact the following business:

- to hold opening prayer;
- to elect a Moderator for this meeting;
- to approve the minutes of the 2015 Annual Meeting;*
- to discuss and adopt a budget for 2017;
- to hear and act upon the reports of officers and Ministries
- to discuss and adopt revisions to the by laws recommended by the Transition Team and the Deacon Leaders;
- 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 7, 2017.

B: 2015 Annual Meeting -- February 7, 2016 Draft Minutes

Mary Brownlow gave the opening prayer.

In attendance were 34 active and associate members.

John Severinghaus called the meeting to order at 11:53 AM.

Gary Brooks moved the slate of John Severinghaus as Moderator and Carolyn Mertz as Assistant Moderator; Chuck Egner seconded. John and Carolyn were elected by a unanimous vote.

Barbara Duncan moved to approve the Minutes of the 2014 Annual Meeting; Judy Pond seconded. There was no discussion and the motion passed unanimously.

Chuck Egner made a motion to adopt the 2016 budget as presented by the Board of Trustees; Doug James seconded.

Discussion of Report:

- Doug James noted that we are doing well. The Trustees are encouraged by the increase in pledges. The proposed budget includes a small amount of parsonage money, but they are hoping not to use it.
- The church applied for a solar energy grant from Green Mountain Power a year ago, but did not receive it. The Trustees continue to be interested, but there is no current proposal. Doug asked if there was opposition to pursuing solar energy. He noted that there are two options; the parish hall roof, or off site. The details for various options keep changing. There was a discussion of options. Gary Brooks asked if there was anyone in the congregation who has expertise in this area, and if the congregation would like the Trustees to continue to pursue solar energy. Judy Pond said that she feels strongly about using alternate energy sources. Mark Beams asked how renewable our current energy is. It was noted that we had been discussing electrical power. Chipper Ashley explained the current Green Mountain Power system. He noted that replacing our oil system in addition to electric means getting a heat pump and buying a bigger solar collector. Currently GMP is about 30% natural gas, 30% hydro, and 30% nuclear. Hillary White suggested that if the Trustees look at alternate energy that they should also look at a heat pump. Barbara Duncan asked if we had looked at Interfaith Power and Light, which addresses energy issues for churches in Vermont.
- Gary Brooks commended Ann Beams and Barbara Duncan for their work this year on the Stewardship Committee, bringing in pledges that allow for a balanced budget.

- Treasurer Joanne Egner noted cost savings from consolidating the Treasurer and Bookkeeper positions. She also mentioned a change due to the Lilly Grant, and that we will not be counting on a big fundraiser such as Tapas and Treasures this year, although the budget does allow for a modest amount (\$1000) for a community fundraising event. Joanne also thanked the Investment Committee as we have a strong investment income thanks to their work. She noted that the interest on parsonage sale will also continue to be a good source of income.
- Following this discussion the proposed budget passed by a unanimous vote.

Stan Williams moved to approve reports D-J and L-Q; Susan White seconded.

Discussion of Reports:

D: Church Council: Hillary White thanked the church for the opportunity to discuss changes to our governance, and for their confidence in the Council. She thanked Council members for listening to each other with open hearts.

E: Deacons: Bob Miller said that there was no further information. There were no questions.

F: Clerk's Report: Joan Wanner corrected the date of William Wanner's death. It should have been July 21, 2015. G: Flower Committee: No comments or questions.

H: Christian Education: No comments or questions.

I: Mission: No comments or questions.

J: Dominican Republic Project: Mary Brownlow noted that there is an upcoming work trip to the DR with some of our teenagers in cooperation with teenagers from the Church of Christ at Dartmouth College.

L: Trustees: No comments or questions.

M: Stewardship: Ann Beams said that it was wonderful to have the support of the full congregation. Barbara Duncan reminded everyone that it is easy to make donations through Electronic Funds Transfer, and that it is very easy for the church office to process.

N: Woodworth Fund: Joanne Egner noted that this fund has a substantial balance that is not earning interest. Peter Mertz has suggested that we invest this money and Joanne agrees. Mary Brownlow said that we should be aware of opportunities to use Woodworth money for worthy causes. Gary Brooks said that an alternative energy proposal could include a substantial grant proposal.

O: Music: Bob Miller noted how blessed we are with our music staff. Mary Brownlow noted that there was a substantial gift this year from the Clevie White Fund that increased support for the Young Artist performers from Opera North this past summer.

P: Ad-Hoc Sabbatical Planning Committee: Stan Williams thanked Bob Miller and the committee, noting that it was a substantial amount of work. There was a round of applause. Joanne Egner noted that there is still \$750 left in the Lilly Grant account to be used..

Q: Investment Committee: No comments or questions.

A vote on these reports passed unanimously.

Gary moved the resolution (printed in italics) printed in the 2015 Annual Meeting warning; Joan Wanner seconded.

Discussion of Resolution:

-Mary Brownlow spoke first, noting that the proposed change to a Ministries Model was several years in the making. In 2009, an ad-hoc committee recommended a change in the Board/Committee structure, 2010 cottage meetings convened by the Deacons recommended changes in the structure, and the 2014 Ad-Hoc Committee on Long Term Planning recommended a change in the structure. This year we really started to grapple with change. Church Council Chair Hillary White did a lot of work. Mary does not see the desire for change as a weakness, and the church not in crisis mode. We want to draw on our strengths. Times have changed. We are looking at what brings us energy and joy; not just filling slots.

Hillary White then made some comments. She noted that six active Church Council members met regularly to work on the changes. She thanked everyone for their input, which led us to a ministry type of organization that can enhance our energy. We can move from 12 boards and 66 committee positions to five ministries and 21 positions. She passed out a copy of a recent Parish Paper on "How Ministry Teams

Get Things Done”. She quoted several places in the article, noting the possibilities for flexibility between ministries. She asked the group to “Listen to your heart. Where do you see a place for yourself?” She noted that our new organization is fluid and there is room for lots of flexibility over the coming year. She passed out the nominating slate, and explained the purpose of the five ministries. Judy asked for the definition of the Stewardship Ministry. Hillary replied that it is being the steward of our resources.

Bob Miller then spoke about making the process understandable. We are changing the current structure for one year; the idea is to experiment for a year. By-Law Article 12 says that the By-Laws can be suspended for a specified amount of time. Under the proposal, Deacon Leaders would have the authority that Church Council has, and when Church Council is mentioned in the By-laws, “Deacon Leaders” should be inserted. He noted that the Woodworth and Pastoral Relations Committees would remain the same. Trustees now belong to the Stewardship Ministry, and where the Board of Trustees is mentioned in the unsuspended By-Laws, Stewardship Ministry should be inserted. He said that three-fourths (3/4) of members present must approve the resolution for it to pass.

Questions: Barbara Duncan said that she would need more than one person to have responsibility for church giving as currently conducted by the Stewardship Committee. Mary Brownlow said that it was the intention that many people would work on church giving with that person. Hillary White explained that we would have the flexibility to have the various teams to reach comfort and functional levels. Bob Miller said that we will ask everyone to affiliate with one ministry, to get to know people in that ministry, and to find a way to contribute. We will ask the ministries to get together soon to set goals and create tasks. At the end of the year we will see what is working. Joanne Egner asked if everyone was committed to one year only, and how we would report at the end of the year. Hillary White answered that it is a one-year slate. People can go in and out. Mary Brownlow suggested that at 6 months we have a review and report on how we’re doing. We will have to make decisions this fall for next year’s nominating committee. Chipper Ashley suggested an October 1 date for the review and report, as many people will be out of town in 6 months. He reminded us that we will need another vote at next year’s annual meeting or we will revert to the current By-Laws. Stan Williams clarified that we will need another three-fourths majority vote at next year’s annual meeting to continue suspension of the By-Laws. Barbara Duncan commented on her nominating committee experience.

Dick McGaw asked how decisions will be made within each ministry. Mary Brownlow said that the leadership within each of the ministries would decide how voting would work. The Deacon Leaders will have the authority of the current Church Council for larger decisions. Bob Miller noted that we would follow current Church Council protocol for making those decisions. Chipper Ashley said that if necessary the Deacon Leaders could call a congregational meeting, as is true under the current By-Laws. Hillary White noted that the current Church Council structure is not so different from what has been proposed with respect to the Deacon Leaders.

Avery Post asked where the pastor is on the ministry slate. Mary replied that all the staff members are active parts of the various ministries, and that the pastor is a big part of all the ministries. She showed a Ministries Slate, similar to the one distributed earlier, that includes paid staff. Chipper Ashley noted that Mary’s role doesn’t change. The By-Laws are not going to change in reference to her role.

Rita Severinghaus asked where the Board of Trustees fits in and Mary Brownlow replied that they are part of the Stewardship Ministry.

As discussion was finished, John Severinghaus asked for two volunteers to count hands for the vote. Bob Miller and Ann Beams volunteered. Thirty four people voted in favor; zero were opposed. The motion passed unanimously!

Chuck Egner moved that the Ministries Model nomination slate be voted on as presented; Judy Pond seconded. It passed unanimously.

Other business: Mary Brownlow gave a huge “Thank You” to everyone.

Bob Miller inquired whether the Pastor’s Report had been approved, and he made a motion to approve it. Chuck Egner seconded it. Ann Beams said that we should also acknowledge the great job that Danielle does (as the music staff had been mentioned earlier). The motion was passed unanimously.

At 1:10 pm, Judy Pond motioned to adjourn; Doug James seconded. It was passed unanimously.

Respectfully submitted, Heidi Webster

C: Pastor’s Report

I write this in the first week of January in our bicentennial year. 200 years ago, members of the Norwich community embarked on the construction of two (!) Congregational churches - or, as they were then called ‘meeting houses’. One, about a mile up Union Village Road in the “Center,” replaced an existing structure. The other, here on the “Plain,” on the town green, was to house a newly formed congregation. Only the latter structure remains, and here we still are, on the green, having gone through many changes in the original building, in the personnel, in the culture, and in the way we worship. Through all those changes, the same bell has rung to call us to worship. In every generation, we have acted in the belief that God continues to call each successive community to follow in the way of Jesus. We honor our ancestors by passing this covenantal tradition to our children and to newcomers.

In 2016, we continued some traditions and altered others. The new year began with a question at Annual Meeting: “Should we suspend some of our By-Laws so that we could try operating under a Ministry Model of Governance?” Even though there was uncertainty about what this would mean, the answer was positive, and so we began our “transition year,” monitored by our Transition Team and other members of the church leadership. We now have a revision of our By-Laws to present at Annual Meeting. Whatever structure of governance we put into place, I know that we will need to be resourceful and adaptive to make it work and to fine-tune the details. This is not a matter of voting “Yes” on the nominating slate and then assuming that all will go well. Those who have agreed to serve in leadership or coordinator positions will need to rely on the larger congregation to support them in their work by taking on limited tasks, holding them in prayer and expressing gratitude.

As part of the continuing effects (or should I say blessings) of the sabbatical time, we offered special musical events in 2016. A few that come to mind are Haydn’s Seven Last Words of Christ on the evening of Good Friday with guest singers and instrumentalists; the Junior Choir Festival in May; hosting two performances of Village Harmony in the summer; and welcoming the Fischer Duo in September. The Hallelujah Hollah Choir and the Senior Choir continue to delight us with their beautiful voices. On Christmas Eve, the sanctuary was filled with members, friends, and visitors who come to hear the old story retold in words, but especially in carols and anthems. We are truly blessed in being able to offer sacred music to the larger community. I see this as a core part of our ministry together and I thank all who were involved in our Ministry of Worship.

As we seek to follow the call to do justice, love mercy, and walk humbly with God, we have offered programs on the refugee crisis, sent a work team to the Dominican Republic, and served meals at the Listen Center and at Dismas House. In so many ways, we put our hands to work for our neighbors in need. This is also a core value for us, an essential part of our understanding of ministry, and I thank all who have been involved in our Ministry of Outreach.

I often hear, in tones of disappointment and regret, worrying about the size of the Sunday School population. People remember the days when 30-40 children would come forward at the Children’s message, and several classrooms were completely full. I remember it myself: this was the era when my children attended Sunday School here. In response, I have two reactions. One is that, though the Sunday School program was wonderful in many ways, and we felt good about those numbers, we did not necessarily produce a generation of weekly church attenders from it. Though we did not realize it at the

time, we were in the midst of a cultural shift in church and society. Those young people, now 30 to 40 years old, have different concerns and needs. Some of them return to us or have found other faith communities. We launched them as best we could. My second reaction is that we now have an opportunity, with the children who do attend, to make church relevant and meaningful as best we can. This is not necessarily measured in numbers. Danielle Taylor and our volunteers have gifts to share, and we can all be attentive to the ways that young people experience the holy – in Sunday School, in worship, in the world. This is obviously a core value for us (sometimes expressed by worrying ☺) and education is an essential ministry of the church. I thank all who have been part of our Ministry of Spiritual Formation and Nurture.

One new commitment, expressed at the last Annual Meeting, was to finding ways to make our church building more environmentally responsible. Following up on work that was done years ago in the renovation, we decided to explore energy efficiency. An energy audit was done; steps were taken to “tighten up” the leaky places in our structure; an application was made for a grant from Green Mountain Power; the application was successful; and we now have new solar panels on portions of the Parish Hall wing. There is more work to be done, and the Ministry of Stewardship (soon to be called the Ministry of Building and Finance) will continue to be attentive to these needs. They also work hard on managing income and investments so that our financial structure is sound and sustainable. Much of this goes on “behind the scenes” and I applaud all those who contributed to this work. Responsible management is indeed part of our ministry together, and I thank all who have been part of our Ministry of Stewardship.

We are a congregational church, run and “ruled” by the members. But we do depend heavily on our staff. Some are members, some are not. Right now, I would say we have a “dream team” consisting of Amy in the office, Danielle with the Sunday School, Kathy with the choirs, Tacy on organ and piano, Dan as sexton, and Al as custodian. I value each of them more than words can say.

We are well positioned to move forward in our 200th year. We will spend time remembering our traditions and our forebears. We will celebrate, learn, sing and share. Through all this, we will be thinking of the future, not just the past: the faithful carrying and passing of the torch of tradition for ourselves, our children, the community and the world. It is our ministry of compassion, integrity and joy that will see us through.

Mary

D: Elders’ Report

At the 2015 Annual Meeting of the Norwich Congregational Church, UCC, the congregation voted to suspend the church By-laws for one year and implement a Ministries Model of governance for the 2016 church year.

One of the five ministries created under the Ministries Model was named the Deacon Leaders, and this ministry was tasked with taking on the governance functions of the Church Council for those aspects of the By-laws that were not suspended. It also retained some of the functions of the Board of Deacons under the By-laws. In addition, it was contemplated that the Deacon Leaders would take a broad view of the church’s welfare and functioning under the Ministries Model and determine for themselves what roles and tasks would be most important to fulfill to support Rev. Brownlow and the other ministries during this year of experimentation and transition.

In March, the Deacon Leaders decided to change the ministry’s name to “Elders” in order to limit any confusion of roles that might be caused by using the name “Deacon Leaders” in light of the long-standing and well-understood Board of Deacons under the suspended aspect of the By-laws.

Throughout the year, the Elders undertook a number of Church Council governance functions. In February, the Elders approved a Woodworth Fund grant of \$5,000 for a work trip to the Dominican

Republic led by Rita Severinghaus and consisting of young people and adults both from our church and from the Church of Christ at Dartmouth. In July, the Elders approved a Woodworth Fund grant of \$2,675 for the Fischer Duo to conduct a workshop and perform at the church the second weekend of September. Finally, in August, the Elders considered and approved a Woodworth Fund grant of \$18,854 for the construction of solar panels on the church roof.

In the absence of a Nominating Committee, the Elders served in a Church Council role in the late fall and early winter of 2016 by assisting Rev. Brownlow in putting together a slate of nominees for the Officers and Ministry leadership positions for 2017. In addition, the Elders reviewed the proposed church budget for 2017, as reviewed and approved by the Stewardship Ministry, and voted to approve the budget and recommend it to the congregation at the 2016 Annual Meeting.

In the fall of 2016, the Elders took on the task of evaluating the professional ministry of the church, a task typically undertaken by the Board of Deacons under the unsuspended By-laws. The Elders created, sent out to ministry leaders, and made available to all congregation members, a survey which asked respondents to answer questions specifically about Rev. Brownlow's ministry as well as more generally about the status and well-being of the church's ministry. The survey responses were reviewed, digested, and shared with Rev. Brownlow, keeping the identity of the respondents in confidence. The responses were very positive in evaluating Rev. Brownlow's leadership and ministry. The responses further provided useful criticisms, suggestions, and ideas on how to improve the communal life of the church and Rev. Brownlow's continuing ministry.

Throughout 2016, the Elders grappled with what roles we could fill, independent of the Church Council and Deacon functions we were performing. In general, the Elders took on the following three functions:

- To serve as a sounding board going both ways—from Rev. Brownlow to the Elders, and from the Elders to Rev. Brownlow;
- To foster communication with and among the ministries and the congregation; and
- To work with Rev. Brownlow to help discern the gifts and needs of the congregation.

As the year progressed and the Ministries Model began to take functional shape, it became apparent that the roles served this year by the Elders could be better performed by a reconstituted Church Council as well as, in some ways, by a better-defined Ministry of Worship and Care. This realization is reflected in the proposed amendments to the By-laws to be considered at the 2016 Annual Meeting. Thus, the Elders' Ministry will cease to exist in 2017, and its functions will be redistributed to other bodies.

We thank the congregation for its trust in us and for its willingness to explore a new way of church governance in 2016.

Bob Miller, Susan White, Laura Beliveau, and George Thomas

E: Clerk's Report

Membership: 240 Members; 10 Associate Members

Baptisms: Edison Charles Losee 11/13/16
Beckett Robert Demian 11/13/16

Confirmations: None

Deaths: Eugenia McGaw 5/24/16
Robert Stambaugh 9/4/16

Transfers Out:	Stephanie Smith	
New Members:	Brooke Trottier	3/13/16
	Keith Warren	12/18/16
	Tracey Hayes	12/18/16
	Shari Gouwens (associate)	12/25/16
	David Gouwens (associate)	12/25/16

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

F: Transition Team for Structural Reorganization

Process: The Ad Hoc Transition Team has used this past year (2016) of transitioning to our Ministry Model to connect with you, the congregation, using a variety of forums including Second Hours, the Life Line, the Sunday Bulletin, individual one-on-one or group discussions, and in-depth interviews with many of you, to get broad feedback about how the Ministry Model has been working, focusing on both strengths and weaknesses. We thank so many of you who have taken the time to provide this feedback. And we thank those individuals who have spent time going over the various iterations of the proposed new By-Laws to strengthen them.

Themes for improving the Ministry Model: Several major themes have emerged: to structure the Ministries so they are in line with our aspirational goals; to have a structure that has simplicity, clarity and guidance about our structure and the tasks needed to help enable our mission and covenant; to relieve the burden of unfilled positions for the Nominating Committee and simplify their task; to enable and support ad hoc “Energy Groups” to bubble up throughout the organization in response to your ideas for carrying out your goals; and to encourage broad participation of the church body in whatever ways your time, talent, substance and influence inspire you.

By-Laws and Organizational Chart: We have also used this transitional year to work closely with our Pastor Mary Brownlow with the following primary goals: to adjust our By-Laws so they more accurately reflect our Ministry Model system, and to create an Organizational Chart (included in this Annual Report and to be appended to the By-Laws) that provides structure and guidance for an evolving body that aspires to be responsive to the world around us. You will find an enlarged diagram of this Organizational Chart on the Bulletin Board in the hallway.

A Nimble/Agile approach: At the heart of our Organization is a “Nimble/Agile” type of Governance, as clarified in the “Nimble/Agile” paragraph of our proposed updated By-Laws under Section VI.2 and VI.3. One important goal of our Nimble/Agile approach is to put in place a structure that allows the Church to grow and evolve over time.

With humility, it is our hope that you will come to see all our efforts, with time put in by so many of you over the past two years, as helping us all move toward an organizational structure that serves us well and endures.

We are grateful to have had the privilege of trying to facilitate this process. We hope you will find our recommendations helpful. Any continuing feedback that strives to strengthen what we have already started would be appreciated. This is a part of the Nimble/Agile approach.

In good faith, The Transition Team: Hillary D. White and Paul Gerke, for Annual Meeting, February 2017

G: Ministry of Spiritual Formation & Nurture

1. Nursery

- a. Staffing. Julia Anderson and Rose Lippman have left for college. Volunteers are filling their roles until a permanent replacement is found.

2. Sunday School
 - a. Attendance in Sunday School is growing
 - b. The church has purchased the online edition of “Seasons of the Spirit”, a lectionary-based curriculum.
 - c. On Children’s Sunday the class performed a play created by Danielle Taylor, The Race.
 - d. The class hosted a Second Hour, demonstrating a board game they created, See if You Can Get to Jerusalem While Jesus is Still There.
3. NCC Cares
 - a. The children are making cards for NCC Cares, which have been very welcome by the recipients.
 - b. Aging in Place workshop –“Way to Go”- was held in April
 - c. Informational session for the Jack Byrne Center for Palliative Care was held in October.
 - d. Judy Pond, who has been coordinating NCC Cares will be moving on to the Ministry of Worship and Care
4. Other
 - a. Children have been contributing to Sunday services as acolytes and readers.
 - b. There are six in the confirmation class, which began in September and will continue into the spring.
5. Adult Education
 - a. Bible Study began the year meeting once a month and is now meeting weekly.
 - b. Centering Circle meets weekly. Books for study included:
 - i. The Book of Forgiving-The Fourfold Path for Healing Ourselves and Our World, by Archbishop Desmond Tutu and Rev. Mpho Tutu.
 - ii. The Path of Centering Prayer, by David Frenette
 - iii. Sabbath as Resistance, by Walter Brueggemann
6. Rev. Brownlow meets monthly at Kendall for sermon discussions.
7. Second Hour Discussions
 - a. February. Art, Theology and the Season; Cross and Resurrection. Led by Shari and David Gouwens
 - b. Finding the Sacred in Secular New England
 - October. Experiencing Sacred Moments- Pausing to Remember and Reset. Led by Ann Beams and Mary Brownlow
 - November. Listen for the Word of God-an examination of the part played by the Holy Bible in the life of the Norwich Congregational Church. Led by Kenneth Cracknell
 - Advent. Holy Story, Holy Presence. Led by Shari Gouwens
8. Women’s Retreat
 - a. Hosted by Rev. Brownlow at her home
 - b. People of the Book-Journals as a Spiritual Practice
9. Moving forward...
 - a. The new bylaws propose the Spiritual Formation and Nurture Ministry will be called the Ministry of Religious Education
 - b. Judy Pond’s work with NCC Cares will move over to the Ministry of Worship and Care

We would like to thank Rev. Mary Brownlow, Danielle Taylor, Kathy Sherlock- Green, Tacy Colaiacomo for their talents and efforts in supporting our youth educational mission. We would also like to thank those who attended and have contributed to our adult education offerings.

Respectfully submitted by the Spiritual Formation and Nurture Ministry Ann Beams, Brittny Calsbeek, Molly Caterini, Judy Pond, and Dawn Thomas.

H: Ministry of Outreach

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

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, 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 2016.

Information

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.

2016 Donations

2016 Outreach Ministry Budget

Local Mission (Acct 6315) Budget Allocation **\$ 6,000.00**

	Distributions
Hartford DCF – Family Services	\$ 300.00
Camp Agape	\$ 1,000.00
Peace Trees Vietnam	\$ 1,000.00
UCC Disaster Ministries – Louisiana Flood Relief	\$ 1,000.00
Refugee Resettlement – (VRRP for Rutland)	\$ 1,000.00
Hartford Dismas House	\$ 250.00
WISE	\$ 600.00
Good Neighbor Health Clinics	\$ 600.00
Dismas Dinner (Reimbursements)	\$ 215.58
<u>Misc. Community Program Costs</u>	<u>\$ 90.00</u>
Subtotal – Budget Funds	\$ 6,055.58

Specific Funds

Clevie White (Acct 6325)	
To: Clevie White Independent Living Fund at HCRS	\$ 414.00
Sargent Fund (Acct 6335) To: PINS Back to School & Stocking Stuffers	\$ 202.00
Hazen Fund (Acct 6345) To: VT Foodbank	\$ 87.00
Ellison Fund (Acct 6355) To: VT Foodbank	\$ 215.00
Subtotal – Special Funds	\$ 918.00
Total Distributions	\$ 6,973.58

Budget & Special Fund Donations - Recipient Notes

Hartford DCF – Family Services: We have been working with the Hartford District of the VT Department for Children & Families on a number of fronts for several years. The \$300 budget donation was in response to an urgent request for clothing for a family in Bradford Vermont.

Camp Agape: The camp's purpose is to provide, free of charge, a week of camping for children who have or had a parent or caregiver in prison or under the supervision of the Vermont correctional

system. Camp Agape offers an alternative to the trauma, grief and loss children experience when a parent is incarcerated. They seek to break the cycle of generational incarceration which traps so many children of prisoners. The camp takes place at Bethany Birches Camp in Plymouth, VT. Our gift provided a week of camping for two children.

PeaceTrees Vietnam: PeaceTrees Vietnam is a Seattle-based humanitarian organization working in central Vietnam to assist those whose lives and livelihoods are threatened by the explosive remnants of war. They sponsor the safe clearance of unexploded bombs and mines, provide mine risk education and accident survivor assistance, and support education and economic development in partnership with the people of Quang Tri Province. Jeff Nielsen attended their annual meeting in Seattle this October and will once again be travelling to Vietnam this winter supporting their work along with other projects. Our donation provided meals for school children.

UCC Disaster Ministries: A donation was made in September earmarked to assist victims of flooding in Louisiana.

Rutland Refugee Resettlement: We made a cash donation to assist Refugees arriving in Rutland through the Vermont Refugee Resettlement Program. Families from Syria will be arriving in Rutland in 2017. "Rutland Welcomes" is organizing donations of food cards and everyday supplies for families. We will keep the Congregation updated in 2017 regarding opportunities to assist the families as they arrive and beyond. Heidi Webster is coordinating these efforts, and Mary Brownlow is getting the confirmation class involved in fund raising.

Hartford Dismas House: Dismas House's purpose is to provide a safe and secure living environment for recently released, nonviolent prisoners and to help reconcile these persons with society. We coordinate volunteers and reimburse expenses for monthly dinners for the residents of the House. In addition, a financial contribution was made to buy something for the house during the holidays that would be used by all the residents.

WISE: WISE leads the Upper Valley to end gender-based violence through survivor-centered advocacy, prevention, education and mobilization for social change. Their Mission is to empower victims of domestic and sexual violence, and stalking to become safe and self-reliant through crisis intervention and support services. WISE advances social justice through community education, training and public policy.

Good Neighbor Health Clinics: The Good Neighbor Health Clinics is a non-profit free health care facility established in 1992. They provide free medical and dental care to uninsured and underinsured adult residents (18 and over) of the Upper Valley, living within 30 miles of the clinic in White River Junction, who need basic care but don't have the means to pay for it.

The NCC Clevie White Fund donation was given to the Clevie White Independent Living Fund within Health Care and Rehabilitation Services (HCRS) Vermont. This grant supports the HCRS staff that helps clients move from community care to their own apartments. The Clevie White Fund was established at our church in 1996, in memory of Clevie White, son of Tilda and Stuart White, brother to Laura White Bradley. Clevie died in his late 20's after a long battle with ALS and a bout of cancer.

PINS Programs: Deb Berryman coordinated programs which NCC members have supported for several years. This year, money from the Sargent Fund was used to support the purchase of back to school supplies in the fall and stocking stuffers at Christmas for local Vermont children in foster care.

Vermont Foodbank: The Hazen & Ellison Funds were donated to the Vermont Foodbank's Back Pack Program which helps assure that children at risk have food to eat on the weekends when school lunches are not available.

In-Kind Contributions - Upper Valley Focus

Listen Community Dinners: Carol Loveland has been coordinating volunteers from the Church, who prepare bi-monthly Community Dinners at the Listen location in White River Junction.

Dismas House Dinners: NCC volunteers under the leadership of Jeff Nielsen are preparing, serving and participating in one dinner a month at Hartford Dismas House.

Community Programs

Outreach Ministry organizes and co-sponsors events which we feel will be meaningful to members of the Congregation and the broader community.

On January 19, as a tie in with our January / February Mission Offering for the Vermont Refugee Resettlement Program in Burlington, Laurie Stavrand from the VRRP gave an informative presentation on refugees coming to Vermont, discussing topics such as: who is a refugee, who is coming to Vermont how do they come here and what happens after they are here? Laurie had three refugees come and present at the Marion Cross School to students there earlier in the day, and then they spoke with her at the church in the evening. Two were originally from Bhutan, one was from the Republic of Congo.

On June 22, we showed the documentary "Hungry Heart" about opioid addiction, which was filmed in St. Albans, Vermont by Kingdom County Productions. John Severinghaus led a discussion which followed the film.

In October, we co-sponsored two informational programs held on Sunday afternoons in Parish Hall. A presentation about the new Byrne Center Palliative Care and Hospice facility that is being built on the DHMC campus took place on October 6. Gretchen Maynard coordinated this event featuring a slide presentation by Dr. Kathy Kirkland, Interim Director of Palliative Care Services, followed by a question and answer period. Bob Miller, Ann Beams and Gretchen all volunteer with the Palliative Care service on a weekly basis.

A Gun Violence Prevention Event coordinated by the Gun Violence Task Force and the UCC VT Conference was held on October 23rd at the Church. Christopher Ashley and other members of the Congregation are active in this initiative.

2014 Monthly Mission Collections

	Recipients*	
January / February	VT Refugee Resettlement Program	\$ 740.00
March / April	One Great Hour of Sharing (UCC)	\$ 637.00
May / June:	DR Projects	\$ 633.00
July / August	Headrest	\$ 539.00
September / October	Neighbors in Need (UCC)	\$ 741.00
Nov / December	The Christmas Fund (UCC)	\$ 869.00
The Christmas Eve Offerings (for the Pastor's Discretionary Fund)		\$ 4,615.42

* Descriptions of each recipient appeared in the Lifeline and are available from the Outreach Ministry

Respectfully Submitted,

2016 Outreach Ministries Leadership Team:

Deb Berryman, Doug Britton, Jeff Nielsen, Stan Williams and Heidi Webster

I: Dominican Republic Projects

The Dominican Republic Projects (DR Projects) has completed more than 18 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. These efforts have earned the recognition and support of many local organizations in Cotui; many have become key players in our networks of support. Volunteer team trips have visited regularly since 2003 when Doug and Judy Moore joined us on the construction of a community center. Today the center serves as a meeting point for all community members and children of the barrio area of La Colonia. Our congregation's name and the UCC logo (That They All May be One) have figured prominently for close to 14 years on the wall of the community center building.

In 2012, the Dominican non-profit **Fundación Uniendo Manos Dominicanas** (literal translation: Dominican hands joining together) was founded to represent DR Projects initiatives in the Dominican Republic. Annual meetings are held to elect officers, nominate new members, and review the work of the foundation. Our programs continue as collaborative ventures between two cultures.

As part of our ongoing efforts, in January 2016 a team formed by undergraduate nursing students, professors, a Nurse Practitioner from Endicott College, Massachusetts, and Dr. Anne O'Connor from Vermont joined Rita to provide support to our village health initiatives by teaching basic hand washing practices, offering hypertension/diabetes screening, breast exam health screenings, women's health, and pediatric health services. More than 20,000 vitamins purchased with DR Projects funds were also distributed to women and children. Our dental health initiative included Fluoride Varnish application to more than 300 children as well as the distribution of toothpaste/toothbrushes donated by Upper Valley dentists. Incorporating preventive care measures for children has been a significant contribution, as village residents do not prioritize the dental health of their children. We hope to continue our dental health and vitamin distribution services. As in all prior years the local nursing home received our donations of medical supplies in support of their care to the elderly in Cotui.

During April vacation 2016 a group of 16 volunteers--students, parents, and teachers joined Rita on the 25th mission trip to Cotui, Dominican Republic. The Woodworth Trust Fund, NH Pembroke Foundation and the Byrne Foundation generously granted funding for student participation. In addition, our joint humanitarian trip opened the door to collaborations between NCC and the Church of Christ at Dartmouth College. Members of both churches actively participated and contributed to several fundraisers in support of our Reading Corner Initiative.

Check out the blog: <http://nccdrtrip2016.blogspot.com/?m=1>

This blog offers a wonderful recount of the installation of the Reading Corner at Escuela Básica El Hato, an effort funded by the Outreach Ministry Board. This little library has instilled in more than 100 children a curiosity about the written word never before witnessed in this small community; parents and teachers alike have also been motivated to simply pick up a book and delve into interesting graphics and messages. Our successful visit left children, parents and teachers at the elementary school inspired to pick up a book.

In addition, during the April visit volunteers were able to travel with suitcases packed with hundreds of pounds of children's clothing and dental supplies donated by our church members and UV dentists. Distribution was made in various communities including an educational program designed for children of families at risk—La Vid Verdadera (The True Vine).

With an eye towards our efforts in 2017 I have contacted the HHS Foundation (Dominican Republic), book donor to the 2016 Reading Corner, to firm up steps towards book donations in support of our next

initiative: Reading Corner and the program Reading for All. The April 2017 project site has already been identified. A different village community in Cotui has requested consideration for the installation of a Reading Corner. The community has a K-8th school with a student enrollment of 187 girls and boys and 15 teachers (note: many teachers do not show up to work). The vision of our second Reading Corner is well on its way!

Our next volunteer group is currently forming and anticipates travel April 14-22, 2017. I am pleased to report that our efforts may expand further to include members of the Meriden Congregational Church who have expressed an interest and would like us to include some of their high school students and a parent or two.

Other collaborations I should mention from this past year: Having joined me in Cotui in January 2015 and contributed to the development of a website for the Lions Club Nursing Home and the women's crochet bag venture, Elon University (NC) Graduate School of iMedia Communications, invited my recommendations on programs in the Dominican Republic which could benefit from a professional web presence. In January 2016 Elon U. graduate students and faculty joined Alegria Gri Gri, a humanitarian effort in the town of Rio San Juan on the northern coast. Last November we were so happy to learn that once again the university had selected another humanitarian effort I had recommended in San Jose de Las Matas (north-western region of the country). Both humanitarian programs have been recipients of professionally developed websites promoting their good works in those parts of the country. These referrals have expanded our collaborations throughout the Dominican Republic. I am already thinking of programs to recommend for 2018!

The women's co-op (CREELA) has continued their work developing self-sufficiency through independently managing orders received from the US. This is their 11th year in production. During Rita's visit last November members participated in their annual personal development workshop by hosting an esteemed Dominican psychologist. In addition, a couple of US business owners recently expressed an interest in visiting the co-op and providing assistance with product design and future sales.

Finally, through donations from US friends and the administrative assistance of NCC, the Child Sponsorship Program continues in its 10th year fostering support to several school age children and their families.

Your support has helped the small communities of the town of Cotui, which 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
January 2017

J: Ministry of Worship

The Worship Ministry involved a series of happenings that did not feel like a truly functional committee. Coordinating the ushers was taken care of by Peter and Carolyn Mertz. Mary Brownlow lined up all the worship readers and communion servers. The music staff chose and brought into our ears the glorious music we revel in each Sunday. Coffee hour happened, like the loaves and the fishes; although clean-up was a less tidy occurrence. A few supply ministers were recruited to lead the service and preach on

Sundays when Mary Brownlow was out of town. Perhaps because so many of the worship tasks are handled by staff, it was hard to get a handle on how to draw all this together.

We had had one meeting at the beginning of March, with four people attending: Mary Brownlow, Evelyn Ellis, Priscilla Vincent and Hillary White. There never was a group gathering of all the disparate parts of this wide-ranging committee. Towards the end of the first experimental year, a decision was made to broaden the Worship Committee to include the work of NCC Cares as well.

Priscilla Vincent
For the Worship Ministry

K: Ministry of Stewardship

This has been a good year with budget surplus and a good outlook for 2017. Please refer to the 2017 budget, and the reports of the Giving Committee and Investment Committee for details.

The main focus of the year has been energy affairs. In the Spring, using a grant of \$750 from the Katie Gerke Fund of the Vermont Interfaith Power and Light fund, an energy audit of the building was performed by Brent Mellen of Building Energy. That revealed multiple opportunities for enhanced energy efficiency which we can use for future energy planning. The full report is available in the Church Office.

We were able to be awarded a grant from Green Mountain Power Corp. of \$18,853 for Solar Power installation on the roof after we matched that amount with a grant from the Woodworth Foundation. That installation is now complete and meets almost all of our electricity needs.

We are electing to continue to hold the mortgage for the Parsonage for another five years at 3.75% interest.

We are in the process of working on multiple building maintenance projects for the next year within our budgetary restraints: Parish Hall floor replacement, multiple energy leaks, Sanctuary window repair, carpet replacement, and terrace construction for example.

The Ministry wants to thank all the participants: Mary Brownlow, Carolyn and Peter Mertz, Joanne Egner, Gary Brooks, Barbara Duncan, Paul Gerke, Dick Broussard, Dan VanDorn, John Langhus, Sonya Stover, Brooke Trottier.

Respectfully submitted, Doug James

L: Giving Committee

This year's goals were about creating a timeline and keeping things simple, especially in light of Barbara Duncan's illness. This year we:

1. Decided on a theme of "Giving / Thanks / Giving" to focus on the idea of giving and gratitude in conjunction with the timing of the pledge season ending on Thanksgiving.
2. Ran "teasers" in the Lifeline (July/August, September and October issues) to educate people about budget levels, the importance of pledging, and pledging strategies. We focused on making these clear, short, and visual, if possible.

3. Wrote a brief letter which explained how pledge money is used and why it is so important (vital) to the life of our church. The letter went out in mid-to-late October, after personal postscripts had been written.
4. In addition to in-church announcements, asked members to give testimonials during the service about why they come to church, why they are grateful for our church, and why they choose to pledge. This occurred over the four weeks of Oct 30 and Nov 6, 13, and 20.
5. Held a potluck "Thank You" breakfast after the service following Thanksgiving (Nov 27).
6. After the official pledge period had ended (with the end of November), we followed up with an email and a phone call to members and friends who had given in the past, but who hadn't yet pledged this year.
7. Wrote thank you notes to go out before the end of the year (2016).

As of January 6, 2017 we have received 84 pledges (down from 89 last year), for a total amount of \$194,010 (down from \$196,120 last year) and some substantial non-pledge gifts. As always, there are fluctuations in who gives, as some givers move, and how much people pledge, depending on their financial circumstances. We feel that the numbers represent a successful pledge season! This year's work reflects a smaller committee working in closer contact with Amy to refine lists, to improve record-keeping, to maintain our timeline, and to eliminate extra or unnecessary work.

Thank you Barbara, Amy, and Mary for all of your guidance, support, and hard-work!
Respectfully submitted, Sonya Stover

M: Nominating Committee

NCC UCC Nominating Slate for 2017

Chair of Church Council:	Ryan Calsbeek
Vice Chair of Church Council:	Willemien Miller
Treasurer:	Joanne Egner
Assistant Treasurer:	Mark Beliveau
Collector:	Priscilla Vincent
Assistant Collector:	Martin Witschi

Nominating Committee:

Ministry of Worship and Care

Leadership:	Christopher Ashley- chair	Hillary White
	Joan Wanner	Susan White

Ushering Coordinator:	Carolyn Mertz
NCC Cares Coordinator:	Judy Pond
Hospitality Coordinator:	_____

Ministry of Outreach

Leadership:	Doug Britton - chair	Heidi Webster
	Jeff Nielsen	Stan Williams
	Terri Ashley	

DR Project Coordinator:	Rita Severinghaus
Listen Dinner Coordinators:	Carol Loveland and _____

Ministry of Religious Education

Leadership: Dawn Thomas- chair
Molly Caterini
Adult Education Coordinator: Ann Beams
Laura Beliveau
Brittney Calsbeek

Ministry of Building and Finance

Leadership: Doug James – chair
Brooke Trottier
John Langhus
Matt Stover (starting in June)

Investments Coordinator: Peter Mertz
Annual Giving Coordinator: Sonya Stover

Woodworth Committee:

Mimi Simpson
Jenny Williams
Willemien Miller
Ryan Adams
Harry Dorman

N: Walter and Elizabeth Woodworth Fund

Youth Group – Trip to DR in April

In January 2016 the Woodworth Committee reviewed and approved a \$5,000 grant for an **adult/youth group trip to the Dominican Republic** to participate in the “Learning Center” that supports literacy and supplies books to under resourced communities in Cotui, DR. The \$5,000 was used to defray the travel, food and accommodation costs for each of the five youth group members to travel to DR in the month of April.

Musical Weekend – Fischer Duo

In June 2016, the Woodworth Committee approved a \$2,675 grant for **the Fischer Duo**, Norman and Jean Fischer, to participate in a musical and spiritual visit in September. The Fischers were active in the NCCC during the 1970-80’s, and currently are on the faculty at Rice University in Houston, TX. Their visit included a Friday evening concert, a workshop on Saturday, and concluded with their musical participations during services on Sunday morning. The grant covered travel, accommodations and a small stipend for the Fischers.

Solar Panels – Green Mountain Power Grant

In July, the Woodworth Committee reviewed and approved a request for \$18,854 to assist with the **installation of solar panels** to reduce energy costs and demonstrate environmental stewardship to the NCC community and beyond. The Woodworth grant was matched equally by Green Mountain Power for a total project cost of \$37,078.

Respectfully submitted on behalf of the Woodworth Committee, Mimi Simpson

O: Music Staff Report

Thanks to the dedication, talent, and positive spirit of our volunteer singers we’ve had another successful year of music and worship at NCC. Things got exciting in February when I traveled to Boston with three members of the Hallelujah Hollah Choir. Ella Caterini, Alicia Sanyal, and Julia Anderson represented our church at the Eastern Division American Choral Director’s Association Conference singing in the Children’s Honor Choir and the High School Honor Choir. The Senior Choir sang us through Holy Week and into the spring. We held our Second Annual Children’s Choir Festival in May. Many Sr. Choir folk

volunteered for special music during the summer. We started the fall off with a wonderful workshop in Dalcroze Eurhythmics led by guest artist Jeannie Fischer thanks to a Woodworth Grant written by Jane Helms. The year was not without it's setbacks. Several members of our Senior Choir have dealt with serious medical and health issues which have taken them out of choir for a bit. It's times like these when our choir community becomes even more important and I am ever grateful for their loving kindnesses and support. We are looking forward to celebrating the church's 200th birthday and hope to find ways to bring music and singing into the festivities.

Respectfully Submitted,
Kathy Sherlock-Green

P: 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 2016, the Trust Funds balance totaled \$797,079, an increase of \$50,799, or 6.8%, compared to the year-end 2015 value of \$746,280.** 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: 5.5% in an equity fund; 86.0% in a moderate balanced fund – a 65/35 mix of stocks and bonds. 8.4% 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 61% equity and 39% 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 doubled in the past decade driven primarily by proceeds from the 2011 sale of the parsonage and bequests. Including the principal balance on the Parsonage mortgage, invested funds total \$1,020,066.

This year, the church budgeted the funding of operating expenses from its "Unrestricted" as well as three of its "Restricted Purpose" endowment funds (Preaching, PMHS, and Cleve 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 previous years) is consistent with the practice of many other endowments in an era of declining investment returns and inflation. During 2016, disbursements from the various Restricted Purpose and Unrestricted accounts totaled \$24,732. **For 2017, the Investment Committee recommended a transfer of up to \$26,142 from the various Trust Funds including \$12,660 from the Pastoral Ministry and Housing Support Fund ("PMHS") 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 2016

Balance as of 12/31/2015	\$746,280
Transfers out:	
For 2016 expenditures	-24,732
Transfers in:	
From mortgage payments	27,972
Net change in investment value	47,559
Ending Balance as of 12/31/2016	\$797,079

Table 2: Trust Fund Holdings as of December 31, 2016

United Church Foundation Moderate Balanced Fund (65% equities; 35% bonds)	\$685,766
United Church Foundation Equity Fund (55% domestic core equity; 20% small cap equity; 25% international equity)	44,206
Vanguard Intermediate term Treasury Fund (US Treasury Bonds)	67,106
Total Investment Funds	\$797,079

Table 3: Allocation of Investment Funds to Individual Trust Accounts as of 12/31/2015

Unrestricted Use Funds	Amount	Percentage	
General	\$245,242	30.8%	
Flower Fund	18,103	2.3%	
Help for Needy Fund	1,892	0.2%	
Ellison Fund			
SAM	4,650	0.6%	
Music	4,650	0.6%	
Subtotal Unrestricted Funds	274,537	34.4%	
Restricted Purpose Funds			
Sargent Painting Fund	\$33,657	4.2%	
Charles Judd Clock Repair Fund	23,002	2.9%	
Pastoral Ministry and Housing Support	358,725	45.0%	
Preaching Fund	34,585	4.3%	
Clevie White Memorial Fund	18,045	2.3%	
Subtotal Restricted Use Funds	468,014	58.7%	
Restricted Purpose – Income Only Funds (incl. interest balances)			Interest Balance
Waterman Building Maintenance Fund	\$32,981	4.1%	\$ 738
Merrill Bible Fund	5,011	0.6%	160
Mitten Fund	16,536	2.1%	319
Subtotal Income Use Only Funds	54,528	6.8%	
Total Trust Funds	\$797,079	100.0%	

NOTE: Columns may not add due to rounding. Pastoral Ministry and Housing Support is a new fund that segregates the proceeds from the Parsonage sale, including interest received on the mortgage note.

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

Balance as of 12/31/2007	\$381,965	
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	\$1,020,066 *

* Including principal balance on Parsonage mortgage.

Q: 2016 Actual vs Budget and 2017 Budget

	2016 Actual	2016 Budget	2017 Budget
Income			
4000 Trust Funds			
4001 Unrestricted Trust Funds	11,206.00	11,206.00	9,929.00
4005 Spear (Preaching) Fund	1,523.00	1,523.00	1,381.00
4010 Waterman (Maintenance) Fund	2,499.00	2,499.00	-
4015 Flower Fund	836.00	836.00	735.00
4016 Clevie White Fund - Music	414.00	414.00	366.00
4020 Sargent (Mitten) Fund	202.00	202.00	253.00
4022 Clevie White Fund - Mission	414.00	414.00	366.00
4025 Hazen (Help for Needy) Fund	87.00	87.00	76.00
4030 Ellison(Music) Fund	215.00	215.00	188.00
4035 Ellison (Mission) Fund	215.00	215.00	188.00
4038 Parsonage Sales Int. Income	6,121.00	6,121.00	12,660.00
4039 Clock Fund	1,000.00	1,000.00	-
Total 4000 Trust Funds	24,732.00	24,732.00	26,142.00
4100 Collections			
4105 Pledges	186,900.00	197,320.00	194,510.00
4106 Pledge paid for previous years	2,415.00	1,200.00	4,000.00
4110 Weekly Anonymous Cash	3,811.00	3,500.00	4,000.00
4113 Non-Pledge Gifts	33,410.56	21,000.00	27,000.00
Total 4100 Collections	226,536.56	223,020.00	229,510.00
4200 Misc Revenue			
4210 Rummage Sale	2,760.55	2,500.00	2,500.00
4211 Fundraising		1,000.00	-
Total 4200 Misc Revenue			

	2,760.55	3,500.00	2,500.00
4212 Christian Ed Income	-	500.00	500.00
4214 DRP Income		12,000.00	12,000.00
4215 DRP General Fund	50.00		
4216 DRP Team Trips	24,600.50		
4217 DRP Child Sponsorship Income	1,200.00		
4218 DRP Womens Coop	333.00		
4220 DRP Community Development Fund	3,099.68		
Total 4214 DRP Income	29,283.18	12,000.00	12,000.00
4805 Use of Facility	17,837.50	18,000.00	18,000.00
4910 WW Money Market Interest	71.11	50.00	50.00
Total Income	301,220.90	281,802.00	288,702.00
Expenses			
6000 Pastoral			
6005 Senior Pastor-Salary	47,940.09	47,940.00	48,899.00
6010 Car/Pastor	291.60	667.00	500.00
6015 House-Pastor	19,177.07	19,177.00	19,561.00
6020 Payroll Taxes-Pastor	4,768.93	4,769.00	4,865.00
6025 Health Insurance - Pastor	7,454.25	7,400.00	8,000.00
6027 Dental Ins-Pastor	489.00	500.00	500.00
6035 Continuing Ed/Pastor	227.81	1,500.00	1,500.00
6043 Book Allowance-Pastor	212.67	350.00	350.00
6045 Sabbatical	2,500.00	2,500.00	2,500.00
6050 Life/Disability Ins/Pastor	977.56	1,007.00	1,027.00
6055 Annuity/Pastor	9,397.00	9,397.00	9,585.00
Total 6000 Pastoral	93,435.98	95,207.00	97,287.00
6080 UCC Denominational Ministries			
6082 VT Conf UCC Per Capita	3,375.02	3,400.00	3,400.00
6083 OCWM Basic Support	17,000.00	17,000.00	17,000.00
6084 Delegate	300.00	350.00	350.00
Total 6080 UCC Denominational Ministries	20,675.02	20,750.00	20,750.00
6100 Worship			
6105 Supplies - Worship	553.70	750.00	750.00
6110 Guest Preacher	600.00	1,200.00	1,200.00
6115 Advertisement	252.00	250.00	250.00
Total 6100 Worship	1,405.70	2,200.00	2,200.00
6200 Ministry of Religious Education			
6215 Supplies - Christian Ed.	619.42	800.00	800.00
6216 Sunday School Coordinator	7,197.05	7,197.00	7,341.00

6217 Payroll Taxes Coordinator	525.85	612.00	625.00
6218 Nursery Attendant	398.82	800.00	800.00
6235 Adult Ed		200.00	200.00
6236 Adult Retreats		100.00	100.00
6240 Youth Ed	88.49	275.00	275.00
6241 Summer Programs		500.00	500.00
Total 6200 Ministry of Religious Education	8,829.63	10,484.00	10,641.00
6300 Ministry of Outreach			
6315 Local Mission	6,055.58	6,000.00	6,000.00
6325 Clevie White	414.00	414.00	366.00
6335 Sargent Fund (Mitten)	202.00	202.00	253.00
6345 Hazen Fund	87.00	87.00	76.00
6355 Ellison Fund Expense	215.00	215.00	188.00
Total 6300 Ministry of Outreach	6,973.58	6,918.00	6,883.00
6400 Music			
6405 Senior Choir Dir	10,784.63	10,798.00	11,014.00
6406 Junior Choir Dir	8,364.43	8,351.00	8,519.00
6407 Payroll Tax-Music	3,100.67	3,101.00	3,164.00
6408 Organist	17,801.50	17,810.00	18,167.00
6420 Musicians	586.00	600.00	600.00
6425 Vac Organ	750.00	900.00	1,250.00
6430 Music-Sr. Choir	240.47	300.00	300.00
6435 Maint	1,303.00	1,600.00	1,400.00
6445 Music Jr	67.50	250.00	250.00
6447 Jr/Yth Choir Accom	3,581.43	3,573.00	3,645.00
6460 Guild		250.00	-
6475 C. White Trust Fund	414.00	414.00	366.00
6485 Ellison Fund	118.39	215.00	188.00
Total 6400 Music	47,112.02	48,162.00	48,863.00
6500 Office & Accounting			
6505 Office Manager	14,790.25	18,900.00	18,500.00
6506 Payroll Tax-Office	1,131.46	1,446.00	1,415.00
6510 Accounting Services	1,970.35	2,000.00	2,360.00
6512 Copier	3,867.72	4,000.00	4,000.00
6515 Supplies - Office	1,192.58	1,000.00	1,200.00
6520 Telephone & Internet Service	2,159.37	2,200.00	2,200.00
6525 Postage	731.53	800.00	800.00
6535 PO Box Fee	84.00	88.00	88.00
6540 Lifeline	1,230.00	600.00	1,300.00

6555 Computer Expenses		500.00	500.00
Total 6500 Office & Accounting	27,157.26	31,534.00	32,363.00
6600 Building			
6605 Sexton	6,514.04	6,514.00	6,645.00
6607 Payroll Taxes-Sexton	498.32	499.00	509.00
6610 Cleaning	11,596.00	11,596.00	11,828.00
6615 Payroll Taxes - Cleaning	887.09	888.00	906.00
6620 Supplies - Building	540.59	800.00	800.00
6625 Rubbish	420.00	400.00	400.00
6635 Insurance	8,718.20	8,800.00	9,300.00
6639 Elevator Maintenance	1,291.53	1,300.00	1,300.00
6640 Fuel Oil	5,404.36	8,000.00	8,000.00
6642 Furnace/Water Htr Service	410.00	500.00	500.00
6645 Electric	2,834.86	3,000.00	600.00
6650 Water Usage	237.60	250.00	250.00
6655 Propane	590.98	1,100.00	1,000.00
6660 Maj Main	750.00	1,000.00	7,769.00
6661 Maintenance Capital Reserve	17,708.15	1,500.00	1,500.00
6664 Clock Maintenance/Repair	1,000.00	1,000.00	-
6665 Snow/Lawn Care	958.00	1,000.00	1,000.00
6675 Fire/Security Alarm	1,864.77	1,250.00	1,500.00
Total 6600 Building	62,224.49	49,397.00	53,807.00
6700 Miscellaneous			
6705 Hosp Com	454.88	500.00	500.00
6720 Flower	261.74	500.00	500.00
6730 Annual Giving Campaign	47.78	500.00	100.00
6740 Worker's Compensation	2,952.00	3,200.00	2,358.00
6780 Brokerage/ Electronic Fees	391.42	400.00	400.00
6781 Bank Fee	16.25	50.00	50.00
Total 6700 Miscellaneous	4,124.07	5,150.00	3,908.00
7000 DRP Expenses		12,000.00	12,000.00
7001 DRP Team Trips	25,773.50		
7002 DRP Child Sponsorship	900.00		
7003 DRP Womens Co-op	955.34		
7004 DRP General Expenses	200.24		
7005 DRP Community Development	1,198.33		
Total 7000 DRP Expenses	29,027.41	12,000.00	12,000.00
Total Expenses	300,965.16	281,802.00	288,702.00
Net Operating Income		-	-

	<u>255.74</u>		
Other Expenses			
Reconciliation Discrepancies	(0.03)	-	-
Total Other Expenses	<u>(0.03)</u>	-	-
Net Other Income	<u>0.03</u>	-	-
Net Income	<u>255.77</u>	-	-
Less DRP Income	<u>255.77</u>		
Net Income less DRP Income	<u><u>(0.00)</u></u>		

R: Balance Sheet

As of December 31, 2016

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
1100 Ledyard Operating Checking	69,532.20
1107 Dominican Republic Projects	9,899.47
1109 Ledyard Woodworth MM	<u>60,506.73</u>
Total Bank Accounts	139,938.40
Accounts Receivable	
1200 Accounts Receivable	<u>630.00</u>
Total Accounts Receivable	<u>630.00</u>
Total Current Assets	140,568.40
Fixed Assets	
1275 Parsonage Sale Agreement	<u>222,987.68</u>
Total Fixed Assets	222,987.68
Other Assets	
1802 UCF Investment Account	729,972.11
1803 Vanguard IT Treasury Fund	<u>67,106.48</u>
Total Other Assets	<u>797,078.59</u>
TOTAL ASSETS	1,160,634.67
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2130 EE 401K Withholdings	1,691.66
2210 Next Year's Pledges	12,650.00
2230 Mission	5,484.42
2233 Hospitality Donations	

	182.82
2237 Mission Pass-Throughs	300.00
2245 Grand Piano Reserve	1,028.42
2259 Clock Reserve	400.00
2260 Sabbatical Fund	6,176.72
Total Other Current Liabilities	27,914.04
Total Current Liabilities	27,914.04
Long-Term Liabilities	
2265 Reserve Capital Maintenance	21,234.65
2901 Woodworth Fund Balance	60,506.73
Total Long-Term Liabilities	81,741.38
Total Liabilities	109,655.42
Equity	
2700 Retained Earnings	21,013.51
2800 Parsonage Capital	222,987.68
2802 UCF Trust Balance	729,972.11
2803 Vanguard - Trust Balance	67,106.48
2804 DRP Equity	9,643.70
Net Income	255.77
Total Equity	1,050,979.25
TOTAL LIABILITIES AND EQUITY	1,160,634.67