

2012 ANNUAL REPORT



First Congregational Church
Lebanon, New Hampshire



Annual Meeting
Sunday, February 10, 2013

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ANNUAL MEETING 2013
MODERATOR: Robert Moses

AGENDA

1. Call to Order
2. Invocation
3. Reading of the Warrant
4. Reading of the Minutes of 2012 Annual Meeting
5. Reports:
 - PASTOR: Rev. Stephen R. Silver
 - OFFICERS: Church Clerk – Karen Morganelli, Nan Parsons
Treasurer – Marcy Chong
Auditor – Kathy Belding
 - BOARDS: Diaconate – Deb Scott
Trustees – Robert Moses
Governors – Patricia Heatherton
 - COMMITTEES: Committee Chairs
 - WOMEN’S FELLOWSHIP: Betty Tedeschi
 - CHURCH HISTORIAN: Corrine Erskine
 - CHURCH COUNCIL: Ian Smith
6. Nominating Committee Report
7. Election of Officers and Committees
8. Old Business
9. New Business
10. Closing Hymn: “Blest Be the Tie That Binds”
11. Benediction

NOTICE OF ANNUAL MEETING – 2013

The Annual Meeting of the First Congregational Church of Lebanon, NH, will be held in the church sanctuary on Sunday, February 10, 2013, immediately following the worship service, for the purpose of:

1. The election of all officers provided for under the CONSTITUTION AND BY-LAWS of the church.
2. To hear the reports of all officers, committees, and organizations, as required under the CONSTITUTION AND BY-LAWS of the church.
3. To consider and act upon any other matters relating to the general church welfare that may properly come before this meeting.

Respectfully submitted,
Nan Parsons, Church Clerk
Lebanon, NH 03766
January 13, 2013

ANNUAL MEETING MINUTES

Sunday, February 12, 2012

The meeting was **called to order** by Robert Moses at 11:15.

The **invocation** was given by Rev. Stephen Silver.

Reading of the **warrant**: motion carried.

Reading of the **minutes** from the 2011 meeting: motion carried.

Reports:

PASTOR:

Rev. Steve Silver highlighted three important items from the previous year: the agreement on Christian marriage for all, the Sunday night community dinners that will be happening at our church one Sunday night per month, and the church's response to the victims of Hurricane Irene. Steve also commented that while he might "look like a fully formed minister, I am new at this learning experience. The congregation is new at having a rookie minister. Thanks to the congregation for their patience and understanding."

OFFICERS:

Clerk: Report presented in the Annual Report document.

Treasurer: Thanks were given to both Todd and Trish Heatherton for all of their hard work. Todd wanted to highlight that \$6000 was budgeted to spend on renovations to the parsonage and church building. However, \$110,000 was actually spent and we managed to cover this. The finance committee was able to figure out how to pay for the difference.

Auditor: Report presented in the Annual Report document.

BOARDS:

Diaconate: Report presented in the Annual Report document.

Trustees: Report presented in the Annual Report document.

Governors: Report presented in the Annual Report document.

COMMITTEES:

Stewardship: Report presented in the Annual Report document.

Memorials: Report presented in the Annual Report document.

Memorial Gardens: Report presented in the Annual Report document.

School and Christian Education: Report presented in the Annual Report document.

Mission and Social Action: Highlighted that Community Dinners will begin happening monthly at our church starting 2/26/2012.

Music Committee: Report presented in Annual Report document.

WOMEN'S FELLOWSHIP:

Report presented in Annual Report document.

CHURCH HISTORIAN:

Carolyn Bassett apologized for her "royal goof-up" in omitting the deaths and memorial services for Ellis Howard and Beverly Gaylord.

CHURCH COUNCIL:

Report presented in Annual Report document.

Nominating Committee: Todd Miller was happy to report that 82 slots had been filled. He thanked everyone who said yes. An open slot remains for Church Clerk. Motion passed to accept slate.

Elected Officers and Committees and Commissioned the Deacons.

Old Business: No old business.

New Business:

By-Law Committee: Warren Belding discussed the following changes made to the By-Laws:

The Finance Committee will now be a separate committee.

Other minor changes to the budget preparation were completed.

All changes to the By-Laws were approved and accepted as stated in the warrant. Passed unanimously.

Closing Hymn: "Blest Be the Tie That Binds."

Benediction

Adjourned at 11:50.

Respectfully submitted,
Karen Morganelli, Church Clerk

MINISTER'S REPORT 2012

Introduction

As I reflect upon our common life this past year, I am struck by a recurring theme: attending to infrastructure. While this may not sound exciting, the reality is that what it makes possible for individuals and the community, both here in the church and beyond our doors, has the potential to be transformative and life-giving. I believe you find ample evidence of this, as you read this report and its descriptions of how we have been tending to infrastructure both physical and spiritual.

I encourage you to consult the Clerk's Report (we have more than 200 covenant members and friends of the church, both old and new); the Treasurer's and Trustees' Reports (even after being subjected to significant demands by the needs of our meetinghouse, our finances are sound, thanks to faithful, wise management); the Finance Committee's proposed budget for the coming year (our faith community continues to hear a call to do great things while being faithful, careful stewards of the resources entrusted to our care); and finally the reports of our various fellowships and committees, which bring to life the many ways that our members and friends live out the Gospel.

Attending to Infrastructure (or Building the Kingdom)

Caring for our meetinghouse

During 2011 it was determined that the time had arrived for a new roof on the meetinghouse. Before proceeding with this project, however, a structural engineer was brought in to evaluate the structural integrity of our facility. While his report was positive, we learned of the need to attend to the trusses and supports in the space above the sanctuary. This work was done during the early summer of 2012.

As we moved into the fall program season, we believed that our work on the sanctuary was done; then an earthquake struck Maine, with aftershocks felt here in the Upper Valley. Evidence of this seismic event was immediately visible in the sanctuary ceiling, leading to the determination that the ceiling was potentially in danger of collapse if subjected to further stress. That led to the sanctuary ceiling restoration project, which is still underway as I write this report.

While the work itself has ably been done by outside contractors, the unsung heroes of this story are our Board of Governors, Trustees, and Finance Committee, who had to make a series of complex decisions involving significant investments on a very tight schedule. The wisdom, grace, and good humor they brought to these projects are heartening—though not surprising.

As if the work on the sanctuary were not enough to keep our members busy, there was the parlor project. An ad-hoc Decorating Committee, drawing its members from across the congregation and authorized by Council, shepherded the redecoration of this vital community space from initial conversations about potential designs to completion of work, all in six months. The project included painting walls, laying new carpet, choosing and hanging new window treatments, and more. I am exceedingly grateful for the great effort devoted to this project by the members of this team.

The work in the sanctuary and parlor, it should be noted, wasn't ultimately about deferred maintenance or changing tastes; it was about making our church fit for the worship of God and the building of Christian community in the 21st century. As we all know, while our historic building is architecturally significant, its primary value lies in providing our faith community a venue in which to live out our shared call to be a vibrant outpost of the Kingdom of God. The projects described above do this and can thus be seen as acts of stewardship and praise.

Caring for our wider community

This past year our church undertook new initiatives based on the results of the discernment work we did as a congregation, while it continued to invest in long-standing service activities.

During the discernment process, the congregation made known its desire to focus efforts on a project close to home and one farther away. After surveying the congregation and meeting with representatives from local organizations, Second Growth and WISE emerged as the best candidates for an ongoing local partnership. After each organization made a presentation, those who attended gathered to discuss which one should be our partner. Rather than choose one over the other, however, it was agreed that we as a church had the ability and the call to work with both, given the complex interplay between the issues and challenges that Second Growth and WISE address. Our community has begun to develop its relationship with these organizations, starting with easy-to-execute projects but looking towards deeper engagement around issues.

Looking farther afield, steps were also taken to choose and develop a partnership with an organization not in the Upper Valley. After presentations and much discussion, and working with feedback from the congregation, the Mission and Social Action Committee decided that FCC Lebanon should build on its already extant relationship with the community of Los Naranjos, El Salvador. Areas for partnership include building a house, funding a scholarship, and learning about life in a very different part of the world.

As we have embarked on new areas of service, we have continued to develop and nurture other activities. Of special note, there is the monthly Community Dinner. Though this program may be just a year old, it has become an important part of the life of our church and that of many of our neighbors. This ministry serves both those who come to enjoy a meal and those who prepare it, and it is a moving example of how, by meeting at table, people from different walks of life can come together in Christ.

These activities, along with the CROP Walk, the Christmas Giving Tree, and one-time disaster response efforts, are often thought of as mission work. But I believe that they are also a form of pastoral care, to be seen as complementary to the work done by our Deacons, our Called to Care program, and our Prayer Team. Through different types of service, all are intended to care for the people of God, reflecting through the work of members of this church the love of our Creator. Individually and collectively, these ministries maintain and enhance the spiritual infrastructure of our community of faith.

Personnel

After Wendy Windsor left us last February to pursue another professional opportunity, we were fortunate, indeed blessed, to be able to hire Allison Schuster as Interim Church Administrator.

We knew at the time she'd be with us just a few short months but during her stay she was a welcome, valued presence in the office. I am especially grateful to her for the work she did migrating our newsletter from an outdated, hard-to-use design program to one that is current and easy to use. The benefit of her efforts was clear when her successor Brian Clancy moved into the Administrator's Office and began producing the newsletter, among other publications.

Speaking of Brian, I would like to offer him as a rebuttal to the old saying that lightning doesn't strike twice in the same place. We were lucky to have someone of Allison's caliber working in the office on an interim basis. To have a second equally skilled Interim Administrator has been a blessing. During his time in this position, Brian has contributed much to our community, providing invaluable support not only to me, but to our fellowships, committees, and outside users of our building.

As in past years, it's my pleasure to thank Will Ögmundson and Marcia Corkins for their ongoing ministries among us. We are blessed each week by what Will does with music in both worship (and performances: how many churches have a musician who can stage a twelve-hour piano-playing marathon?) and by what Marcia does with and for our children in Church School.

Finally, I will quote these words from last year's Annual Report, and fully expect to do so in years to come: "While our many volunteers are not personnel in the legal sense of the word, they are an indispensable part of our ministry team. My heartfelt thanks to each and every person for the time, talent, and love they give to the church, whether it's by baking a pie, balancing a checkbook, teaching a child, the list goes on. Thank you, thank you, thank you."

Challenges and Opportunities Ahead

Growing younger, growing deeper, growing outwards

These were the three headline goals that emerged out of our discernment process. In many ways, large and small, we have been living into these goals. I believe, though, that these should be seen as more than organizational goals but as our call as a faith community. In the months ahead, through preaching, discussion, and dialogue, I hope and pray we will be able to do this.

Volunteers and organizational structure

Last year I wrote, "This year our congregation will be filling more than 70 different volunteer positions, drawing from a congregation of just over 200 members and friends. We are asking a lot of our volunteers and need to be mindful of this. Every person who offers up his or her time should be nourished and fed by the committee on which he or she serves or the fellowship in which he or she participates. Involvement in the life of the church should be experienced as a vocational opportunity, not an unpaid job. How we go about ensuring this in the future will require flexibility, creativity, trust and faithfulness."

This has not changed. But I see this challenge as an opportunity. Our polity, rooted in the Congregational Way, lifts up the priesthood of all believers. As we move forward, I believe that collaborative models that fully empower the laity to do ministry will be central to our success. Such models will have to be developed organically, honoring our church's traditions while meeting the needs of an ever-changing congregation.

Public witness

Almost two months have passed since the shootings at Sandy Hook Elementary School in Connecticut. In this time, I have spoken from the pulpit and at the State House about the deeply disturbing problem of gun violence in our society. While doing so, especially when taking a stand outside of our doors, I have endeavored to be clear that I was speaking for myself and not for the church as a whole. This has raised an issue, though, one that I believe we as part of the body of Christ should consider prayerfully and faithfully: how are we as a Christian community called to speak out on particular issues, whether it's the role of weapons in our lives or the way in which we fully welcome all of God's children into our churches? This discussion will require everyone's participation. It will also require honesty, patience, charity, and faith. Thankfully, I believe God has blessed us with these things.

Conclusion

Life in the Upper Valley in recent years has shown us that while infrastructure maintenance can be complicated, prolonged, even infuriating, it's vital to ensuring the health and vigor of our community. What is true of Route 12A or our water mains is no less true of our church, both here in Lebanon and around the world.

If we are to remain vital, able to meet the needs of our congregants and our neighbors, we need to maintain our infrastructure, both physical and spiritual. Sometimes this will involve restoration, and other times replacement. When projects are completed, things may look just as they did at the beginning of work, or they may have a radical new form. Hopefully, though, they will serve to strengthen our ability to live into the Gospel of Jesus Christ and to share this good news of God's reconciling, healing love, with one another and the world.

Yours faithfully,

Steve

CHURCH CLERK'S REPORT

During 2012 seven individuals joined the church, three members died, and no one resigned their membership. With these changes, we begin 2013 with 205 members.

New Members Received:

Cathy Bourgon, 2/12/2012
John Bourgon, 2/12/2012
Susan Montmagny, 2/12/2012
John Gilliatt, 6/3/2012
David Lemere, 6/3/2012
Debbie Lemere, 6/3/2012
Lee Ann Marsh, 6/3/2012

Members Who Died:

Doris M. Morse, d. 2/26/2012
Barbara G. Reed, d. 4/4/2012
Mary E. Turner, d. 5/25/2012

Members Who Resigned:

None

Rev. Stephen R. Silver performed the following baptisms (all at FCC):

Joseph Nickerson Henken, 5/27/2012
Lillian Giangiacomo Henken, 5/27/2012
Zachary Albert Smaha, 11/18/2012

Rev. Silver presided at the following services of Christian marriage:

Members of the Church:

Mary Turner and Michael Marcroft, Sr., Affirmation of Marriage, FCC, 3/18/2012
Jesse Wingate and Randi Naramore, Jay, VT, 6/18/2012

Friends of the Church:

Heather Hils and Jason Bergeron, FCC, 6/23/2012
Katie Raymond and Benjamin Adams, FCC, 10/20/2012

Rev. Silver presided at the following funeral, memorial, and graveside services:

Members of the Church:

Doris M. Morse, service 3/2/2012 at FCC, interment at Glenwood Cemetery
Barbara G. Reed, service 4/11/2012 at FCC, interment at Glenwood Cemetery
Mary E. Turner, service 5/29/2012 at FCC, interment of ashes at sea

Friends of the Church:

Donald F. Dickey, d. 5/8/2012, service 5/19/2012 at FCC, interment at Lebanon, NH

Willmot "Bin" Lewis, Jr., d. 9/10/2012, service 9/22/2012 at FCC, interment in FCC
Memorial Garden

Elizabeth J. Cummings, d. 9/23/2012, service 9/26/2012 at Ricker Funeral Home, Enfield,
NH, interment at Enfield, NH

The death of Ellis Howard on June 3, 2011, was inadvertently omitted from last year's report.

Respectfully submitted,

Karen Morganelli and Nan Parsons,
Church Clerks

TREASURER'S REPORT AND PROPOSED BUDGET FOR 2013

Reported for the year January 1, 2012 to December 31, 2012

	2012 Actual	2012 Budget	\$ Over Budget	% of Budget	2013 Budget	Increase (Decr.)
ORDINARY INCOME/EXPENSE						
<u>INCOME</u>						
Loose Collections	\$ 2,836.39	\$ 5,000.00	\$ (2,163.61)	56.73%	\$ 3,000.00	\$ (2,000.00)
Pledges	\$ 101,308.15	\$ 120,000.00	\$ (18,691.85)	84.42%	\$ 100,000.00	\$ (20,000.00)
Sunday School Mission Project	\$ 185.75	\$ 250.00	\$ (64.25)	74.3%	\$ 250.00	\$ -
Total Trust Fund	\$ 107,548.38	na	na	na	\$ 160,000.00	na
Funds for Capital Improvements	\$ 46,652.98	na	na	na	\$ 110,000.00	\$ 110,000.00
Trust Fund for Ordinary Expenses	\$ 60,895.40	\$ 50,000.00	\$ 10,895.40	121.79%	\$ 50,000.00	\$ -
Money Market Income	\$ 9.00					
Use of Premises	\$ 690.00	\$ 1,000.00	\$ (310.00)	69.0%	\$ 500.00	\$ (500.00)
Women's Fellowship	\$ 1,500.00	\$ 1,500.00	\$ -	100.0%	\$ 1,500.00	\$ -
Total Budgeted Income	\$ 167,424.69	\$ 177,750.00	\$ (10,334.31)	94.19%	\$ 155,250.00	\$ (22,500.00)
<u>EXPENSE</u>						
ADMINISTRATION						
Administrator	\$ 13,623.04	\$ 30,030.00	\$ (16,406.96)	45.37%	\$ 17,000.00	\$ (13,030.00)
Administrator Vision Plan	\$ -	\$ 230.00	\$ (230.00)	0.0%	\$ -	\$ (230.00)
Bulletins/Newsletter	\$ 452.75	\$ 500.00	\$ (47.25)	90.55%	\$ 500.00	\$ -
Copier/Printer Costs	\$ 2,407.85	\$ 2,500.00	\$ (92.15)	96.31%	\$ 2,500.00	\$ -
Email/Internet	\$ 638.89	\$ 600.00	\$ 38.89	106.48%	\$ 600.00	\$ -
FICA (all employees)	\$ 2,634.18	\$ 1,000.00	\$ 1,634.18	263.42%	\$ 2,000.00	\$ 1,000.00
Miscellaneous/Petty Cash	\$ 135.06	\$ -	\$ 135.06	100.0%	\$ -	\$ -
Office Equipment	\$ 799.00	\$ 500.00	\$ 299.00	159.8%	\$ 500.00	\$ -
Pastor's Cell Phone	\$ 2,080.47	\$ 1,200.00	\$ 880.47	173.37%	\$ 1,200.00	\$ -
Payroll/Tax Service	\$ 542.74	\$ 1,000.00	\$ (457.26)	54.27%	\$ 1,000.00	\$ -
Postage/Office Supplies	\$ 1,847.77	\$ 2,000.00	\$ (152.23)	92.39%	\$ 2,000.00	\$ -
Telephone-Church	\$ 1,374.34	\$ 1,400.00	\$ (25.66)	98.17%	\$ 1,400.00	\$ -
Total Administration	\$ 26,536.09	\$ 40,960.00	\$ (14,423.91)	64.79%	\$ 28,700.00	\$ (12,260.00)
CHRISTIAN EDUCATION						
Christian Education Expenses	\$ 3,321.13	\$ 2,500.00	\$ 821.13	132.85%	\$ 3,000.00	\$ 500.00
Sunday School Mission Project	\$ 120.00	\$ 250.00	\$ (130.00)	48.0%	\$ 120.00	\$ (130.00)
Total Christian Education	\$ 3,441.13	\$ 2,750.00	\$ 691.13	125.13%	\$ 3,120.00	\$ 370.00

	2012 Actual	2012 Budget	\$ Over Budget	% of Budget	2013 Budget	Increase (Decr.)
CHRISTIAN MINISTRY						
Annuity	\$ 8,361.28	\$ 6,871.00	\$ 1,490.28	121.69%	\$ 7,710.57	\$ 899.57
Cash Salary	\$ 37,750.00	\$ 37,750.00	\$ -	100.0%	\$ 38,693.75	\$ 943.75
Continuing Education	\$ 500.00	\$ 500.00	\$ -	100.0%	\$ 500.00	\$ -
Family Protection Plan	\$ 970.25	\$ 737.00	\$ 233.25	131.65%	\$ 754.53	\$ 17.53
Health Protection	\$ 10,000.00	\$ 10,000.00	\$ -	100.0%	\$ 10,250.00	\$ 250.00
Social Security	\$ 3,830.00	\$ 3,830.00	\$ -	100.0%	\$ 3,990.74	\$ 160.74
Total Christian Ministry	\$ 61,411.53	\$ 59,688.00	\$ 1,723.53	102.89%	\$ 61,899.58	\$ 2,211.58
CHRISTIAN MINISTRY REIMBURSED						
Car Allowance	\$ 2,353.82	\$ 2,000.00	\$ 353.82	117.69%	\$ 2,000.00	\$ -
Professional Expenses	\$ 1,198.44	\$ 1,200.00	\$ (1.56)	99.87%	\$ 1,200.00	\$ -
Total Christian Ministry Reimbursed	\$ 3,552.26	\$ 3,200.00	\$ 352.26	111.01%	\$ 3,200.00	\$ -
OPERATING EXPENSES - CHURCH						
Custodial Services	\$ 2,532.72	\$ 2,948.40	\$ (415.68)	85.9%	\$ 2,800.00	\$ (148.40)
Custodial Supplies	\$ 334.64	\$ 400.00	\$ (65.36)	83.66%	\$ 400.00	\$ -
Electricity	\$ 1,799.54	\$ 2,000.00	\$ (200.46)	89.98%	\$ 2,000.00	\$ -
Heat	\$ 6,110.86	\$ 8,000.00	\$ (1,889.14)	76.39%	\$ 7,500.00	\$ (500.00)
Insurance (Church & Parsonage)	\$ 6,925.00	\$ 6,500.00	\$ 425.00	106.54%	\$ 7,000.00	\$ 500.00
Maintenance/Repairs	\$ 10,891.39	\$ 5,000.00	\$ 5,891.39	217.83%	\$ 5,000.00	\$ -
Piano/Organ Maintenance	\$ 1,339.05	\$ 600.00	\$ 739.05	223.18%	\$ 600.00	\$ -
Propane Gas	\$ 1,143.20	\$ 1,100.00	\$ 43.20	103.93%	\$ 1,100.00	\$ -
Snow Removal/Mowing	\$ 264.96	\$ 600.00	\$ (335.04)	44.16%	\$ 500.00	\$ (100.00)
Trash Pick-up	\$ 420.00	\$ 500.00	\$ (80.00)	84.0%	\$ 500.00	\$ -
Water/Sewer	\$ 312.92	\$ 300.00	\$ 12.92	104.31%	\$ 400.00	\$ 100.00
Total Operating Expenses-Church	\$ 32,074.28	\$ 27,948.40	\$ 4,125.88	114.76%	\$ 27,800.00	\$ (148.40)
OPERATING EXPENSES - PARSONAGE						
Heat	\$ 3,684.63	\$ 4,500.00	\$ (815.37)	81.88%	\$ 4,000.00	\$ (500.00)
Maintenance/Repairs	\$ 264.50	\$ 1,000.00	\$ (735.50)	26.45%	\$ 500.00	\$ (500.00)
Propane	\$ 38.95	\$ -	\$ 38.95	100.0%	\$ 50.00	\$ 50.00
Telephone (Basic)	\$ -	\$ 400.00	\$ (400.00)	0.0%	\$ -	\$ (400.00)
Water/Sewer	\$ 653.00	\$ 800.00	\$ (147.00)	81.63%	\$ 750.00	\$ (50.00)
Total Operating Expenses-Parsonage	\$ 5,687.09	\$ 7,700.00	\$ (2,012.91)	73.86%	\$ 6,400.00	\$ (1,300.00)

	2012 Actual	2012 Budget	\$ Over Budget	% of Budget	2013 Budget	Increase (Dectr.)
OTHER EXPENSES						
Exterior Paint Escrow	\$ -	\$ 1,000.00	\$ (1,000.00)	0.0%	\$ 1,000.00	\$ -
Fellowship Events	\$ 864.61	\$ 1,200.00	\$ (335.39)	72.05%	\$ 1,000.00	\$ (200.00)
Furnace Escrow	\$ -	\$ 500.00	\$ (500.00)	0.0%	\$ 500.00	\$ -
Interior Paint Escrow	\$ -	\$ 2,000.00	\$ (2,000.00)	0.0%	\$ 2,000.00	\$ -
Office Equipment Escrow	\$ -	\$ 500.00	\$ (500.00)	0.0%	\$ 500.00	\$ -
Organ Repair Escrow	\$ -	\$ 500.00	\$ (500.00)	0.0%	\$ 500.00	\$ -
Pastoral Sabbatical Escrow	\$ -	\$ 1,200.00	\$ (1,200.00)	0.0%	\$ 1,200.00	\$ -
Total Reimbursed Expense	\$ 1,013.68	\$ -	\$ -	-	\$ -	\$ -
Total Other Expenses	\$ 1,878.29	\$ 6,900.00	\$ (5,021.71)	27.22%	\$ 6,700.00	\$ (200.00)
PUBLIC WORSHIP						
Candles/Crosses	\$ 50.25	\$ 50.00	\$ 0.25	100.5%	\$ 50.00	\$ -
Child Care	\$ 2,171.20	\$ 3,750.00	\$ (1,578.80)	57.9%	\$ 2,500.00	\$ (1,250.00)
Minister of Music	\$ 12,540.00	\$ 12,540.00	\$ -	100.0%	\$ 12,850.00	\$ 310.00
Miscellaneous	\$ 461.95				\$ -	\$ -
Music/Soloists	\$ 1,450.00	\$ 1,500.00	\$ (50.00)	96.67%	\$ 1,500.00	\$ -
Newspaper Advertising	\$ 4,147.47	\$ 2,500.00	\$ 1,647.47	165.9%	\$ 3,000.00	\$ 500.00
Publications/Certificates	\$ 416.94				\$ 500.00	\$ 500.00
Relief Pastor	\$ 300.00	\$ 900.00	\$ (600.00)	33.33%	\$ 900.00	\$ -
Stewardship Supplies	\$ 283.05	\$ 200.00	\$ 83.05	141.53%	\$ 200.00	\$ -
Total Public Worship	\$ 21,820.86	\$ 21,440.00	\$ 380.86	101.78%	\$ 21,500.00	\$ 60.00
WORLD MISSIONS						
Grafton-Orange Association	\$ 1,674.50	\$ 1,600.00	\$ 74.50	104.66%	\$ 1,600.00	\$ -
NH Conference	\$ 14,253.00	\$ 13,800.00	\$ 453.00	103.28%	\$ 14,000.00	\$ 200.00
Seminary Donation	\$ -	\$ 500.00	\$ (500.00)	0.0%	\$ 500.00	\$ -
Special Offerings	\$ 5,272.00	\$ 4,000.00	\$ 1,272.00	131.8%	\$ 4,000.00	\$ -
Total World Missions	\$ 21,199.50	\$ 19,900.00	\$ 1,299.50	106.53%	\$ 20,100.00	\$ 200.00
Total Budgeted Expense	\$ 177,601.03	\$ 190,486.40	\$ (12,885.37)	93.24%	\$ 179,419.58	\$ (11,066.82)
Net Ordinary Income	\$ (10,176.34)	\$ (12,736.40)	\$ 2,560.06	79.9%	\$ (24,169.58)	\$ (11,433.18)

	2012 Actual	2012 Budget	\$ Over Budget	% of Budget	2013 Budget	Increase (Decr.)
OTHER INCOME/EXPENSE						
<u>OTHER INCOME</u>						
Interest Income	\$ 9.86	\$ -	na	na	\$ -	\$ -
Miscellaneous	\$ 4,227.61	\$ -	na	na	\$ -	\$ -
Miscellaneous-Reimbursed	\$ 945.08	\$ -	na	na	\$ -	\$ -
Special Offerings	\$ 5,272.00	\$ 4,000.00	\$ 1,272.00	131.8%	\$ 4,000.00	\$ -
Total Other Income	\$ 10,454.55	\$ 4,000.00	na	na	\$ 4,000.00	\$ -
<u>OTHER EXPENSE</u>						
Transfers to MMA	\$ 2,060.62					
Capital Improvements						
Funds for Capital Improvements	\$ 46,652.98	na			\$ 110,000.00	\$ 110,000.00
Capital Improvements Expense	\$ 57,610.63	na			\$ 110,000.00	\$ 110,000.00
Total Other Expense	\$ 13,018.27					
Net Other Income	\$ (2,563.72)	\$ 4,000.00	\$ (6,563.72)	-64.09%	\$ 4,000.00	\$ -
NET INCOME	\$ (12,740.06)	\$ (8,736.40)	\$ (1,447.21)	68.57%	\$ (20,169.58)	\$ (11,433.18)

MONEY MARKET ACCOUNT

	Balance		Balance
	12/31/2011		12/31/2012
Christian Ed Camp Fund	\$ 2.97	\$	2.97
Carver Camp Fund	\$ 1,050.00	\$	1,050.00
Leora Coe Library Fund	\$ 658.28	\$	852.36
Christian Ed General Fund	\$ 2,268.37	\$	2,468.37
Christian Ed Library Fund	\$ -	\$	-
Youth Group Fund	\$ 513.36	\$	513.36
Pastor's Study Fund	\$ 344.74	\$	344.74
Piano Fund	\$ 147.10	\$	147.10
Organ Repair Fund	\$ 5,754.31	\$	4,415.26
Furnace Escrow Fund	\$ 2,700.00	\$	262.97
Exterior Painting Escrow Fund	\$ -	\$	-
Interior Painting Escrow Fund	\$ 14,022.18	\$	14,022.18
Office Equipment Escrow Fund	\$ 1,500.00	\$	282.04
Sabbatical/Parsonage Escrow	\$ 2,400.00	\$	2,400.00
Memorial Garden Fund	\$ 268.86	\$	468.86
Community Dinner Fund	\$ 2,616.24	\$	3,085.65
Accumulated Interest	\$ 2,693.91	\$	2,694.18
Unencumbered Funds	\$ (24,068.18)	\$	(16,146.87)
TOTAL Money Market Funds	\$ 12,872.14	\$	16,863.17
NOW Account Balance Estimate as of 12/31	\$ 408.42	\$	4,213.61
Total Available Funds (NOW & Money Market)	\$ 23,893.85	\$	21,076.78

SPECIAL OFFERINGS BREAKDOWN

	2012		2011
Ash Wednesday Offering for The Haven	\$ 130.0		na
One Great Hour of Sharing	\$ 1,040.0	\$	641.0
Easter Lilies	\$ 328.0		na
Blanket Sunday	\$ 755.0	\$	772.0
Spread the Love/Strengthen the Church	\$ 289.0	\$	226.0
Shelter Sunday	\$ 955.0	\$	855.0
Praise in the Park Offering to Headrest and Listen	\$ 232.0		na
Neighbors in Need	\$ 361.0	\$	426.0
Thanksgiving Offering to First Baptist Pantry	\$ 187.0		na
Christmas/Veterans of the Cross	\$ 995.0	\$	633.0
Special Offerings	\$ 5,272.0	\$	3,553.0

Respectfully submitted,

Marcy Chong

AUDITOR'S REPORT

I have reviewed the accounts held by each committee within the church. The committees and their treasurers are as follows:

Women's Fellowship – Barb Laro

Diaconate – Valerie Nevel

Mission and Social Action – books currently maintained by Rev. Steve Silver

For the above accounts I was provided with receipts, as appropriate, and bank statements. These accounts all balanced with the bank statements.

To the best of my ability I reviewed the books of the Trustees, which are maintained by Bob Moses. Bob was available for the review and answered all questions asked of him. His books are well organized and detailed.

I also, to the best of my ability, reviewed the books of the Treasurer, Marcy Chong. She provided me with her bank statements and the receipts she had available. Some of her receipts are in the form of emails requesting reimbursement and she provided me with those when asked. There was one instance where a payment appeared to be made twice. I believe this was inadvertent. The party involved has been notified and will reimburse the church.

I have a concern regarding emails requesting reimbursement without the receipts, bills, or copies of such to back up the email requests. I suggest that if an email request is made, the receipt, bill or copies of such should also be furnished before the reimbursement check is written. This is necessary to show the legitimacy of the request. I also suggest that all check numbers be written on the appropriate corresponding receipts. This might, at the very least, help track any questions in the future about which receipts correspond to a given check.

To Marcy's credit, it is her first year as Treasurer and the system being used is a newer system than was used previously. Marcy was able to answer all of my questions very satisfactorily. I thank her for all of her hard work this first year and for her patience while I reviewed her books.

I appreciate the efforts of all the committee treasurers, of Bob and his excellent records and care of the Trustees' accounts, and for Marcy as she wraps up her first year as the church Treasurer.

Respectfully submitted,

Kathy Belding

DIACONATE REPORT

“For I have set you an example, that you also should do as I have done to you. Very truly I tell you servants are not greater than their master, nor are messengers greater than the one who sent them. If you know these things, you are blessed if you do them.”

–*John 13:15-17*

In 2012, as “servants of the church,” the Deacons focused on the Discernment goals of Growing Deeper, Growing Outward, and Growing Younger, under the leadership of Deb Scott, chair. Valerie Nevel served as treasurer, Carolyn Crocker as secretary and representative to the Pastoral Relations Committee, along with Jesse Wingate (until June 2012) and Deb Scott.

In addition to Jesse, who married and moved to Virginia, Ken Reade stepped down in November. We are grateful to them for their dedication to our church and its ministry. Our gratitude and appreciation are extended to deacons who are completing their terms in 2013: Shelly Moses, Jon Scott, Betty Tedeschi, and Mark Yeager. We thank them for their faithfulness, dedication, and service. We look forward to continuing to serve with those Deacons who will continue their existing terms, those who will begin additional terms, and those joining us starting in 2013. Our youth members were Eric Petersson and Tori Nevel.

Devotions, Bible study, and the spiritual disciplines focused the work of the Diaconate in monthly meetings, as members sought to share our faith and to meet the physical and spiritual needs of our congregation and neighbors.

Deacons contacted members on their lists prior to the Lent, Easter, and Christmas seasons and throughout the year as needed. Susan Montmagny has capably led Called to Care, and Betty Tedeschi has kept the Prayer Team informed of requests and needs. Members of the Diaconate have brought communion to housebound members. Karen Morganelli has continued the work of finding greeters and ushers.

The Diaconate continued to meet with and provide prayerful support for Student-in-Care Mark Rowell as he completed his field and seminary work, began his clinical pastoral education at DHMC, and prepares for ordination.

Fellowship pads in the pews were adopted after a 3-month trial run, to enable the congregation to know one another. A confirmation class has been scheduled. The new, continuing and retiring deacons will hold an all-day spiritual and planning retreat on Saturday, February 9, at the Meriden Congregational Church, and a family-friendly, all-church retreat is being planned for the fall at Horton Center, the facility operated by our New Hampshire church conference’s Outdoor Ministries program.

The monthly Communion offerings have supported our congregation’s “Back Door” ministry with food vouchers and gas cards, Called-to-Care training, and a Christmas donation to WISE families in need, as part of the Church’s partnership with WISE. A \$1,000 donation to the Upper Valley Haven was symbolized by 100 Share-the-Spirit sacks, which were made available to

the congregation. Sale of STS sacks resulted in another gift to The Haven. Thanks to Jen Petersson for leading this effort.

Individually, the deacons have led and participated in the monthly Community Dinners, and as a group, we were tasked with set-up for the Apple Festival on Saturday, September 29. Individual deacons also assisted with the Christmas Eve services.

As we seek to serve our church and community, the deacons welcome your suggestions and ideas.

Respectfully submitted,

The Deacons

DIACONATE TREASURER'S REPORT

Balance on January 1, 2012 \$ 2118.10

Receipts

Communion Offering (Jan-Dec) \$ 3694.38

Total Receipts \$ 3694.38

Expenditures

Haven food pantry bags (\$ 1000.00)

Anonymous assistance (125.00)

Christmas gifts for WISE families (635.70)

Total Expenditures (\$ 1760.70)

Balance on December 31, 2012 \$ 4051.78

Additional Funds

Called to Care \$ 400.00

Total \$ 400.00

Respectfully submitted,
Valerie Nevel, Diaconate Treasurer

TRUSTEES REPORT

For the year ended December 31, 2012

<u>Sources and Distribution of Funds:</u>				
Balance of MMA account at January 1, 2012 (MSB A/C 930608964)			\$ 21,680.86	
<u>Income</u>				
MMA interest		\$ 27.43		
William Carter Trust		2,881.27		
United Church Funds		23,143.81		
Coe Book Fund - Vanguard Wellesley Fund		194.08		
Dwinell Fund - Vanguard Wellington Fund		4,638.45		
Total 2012 Income		\$ 30,885.04		
<u>Disbursements:</u>				
CIF, Carter Trust, and Dwinell income to Treasurer		\$ 30,663.53		
Coe Book Fund Dividends paid to Treasurer		194.08		
Total disbursements of income		\$ 30,857.61		
Net of total income/disbursements transactions			27.43	
<u>Other 2012 Transactions</u>				
"Total Return" distributions to Treasurer		(40,000.00)		
CIF Total Return distributions to Trustees		60,000.00		
CIF Distributions for Vanguard Wellington investment		100,000.00		
Vanguard Wellington (Dwinell) investments		(100,000.00)		
Balance of 2011 income paid to Treasurer		(22.60)		
Clifton Waldo income bequest		16,652.98		
Clifton Waldo transfer to treasurer for building renovations per Church Council		(16,652.98)		
Memorials received in 2012		1,397.80		
2012 Pledges paid to Treasurer		(11,000.00)		
2013 Pledges received by Trustees		10,000.00	20,375.20	
Balance of Trustees MMA account as of 12/31/12			\$ 42,083.49	
Balance of 1st Class Savings account at January 1, 2012 (MSB A/C 5872163)			\$ 10,000.00	
2012 interest earned		15.19		
2012 interest paid to Treasurer		(15.19)	-	
Balance of Trustees First Class Savings account as of 12/31/12			\$ 10,000.00	
Total cash held on behalf of Trustees at Mascoma Savings Bank			\$ 52,083.49	
<u>Amounts on 12/31/12 in MMA and 1st Class Savings reserved for:</u>				
2013 Pledges received by Trustees			10,000.00	
2012 Income due to Treasurer			27.43	
2012 Memorial Gifts			1,397.80	
Trust Funds not otherwise invested			40,658.26	
			\$ 52,083.49	
<u>Summary of Dole Money Market Activity</u>				
<u>Dole Mascoma and Vanguard money market accounts:</u>		<u>Total</u>	<u>Capital Improvements</u>	<u>Missions</u>
Balance, January 1, 2012		\$ 31,219.53	\$ 18,835.20	\$ 12,384.33
Consolidated Investment Fund Income		8,089.07	5,581.46	2,507.61
Sanctuary rafter repairs		(20,000.00)	(20,000.00)	
Money Market Income		26.13	18.04	8.09
Balance 12/31/12		\$ 19,334.73	\$ 4,434.70	\$ 14,900.03
Mascoma Savings Bank (A/C 930667243)		\$ 18,029.17		
Vanguard Prime Money Market (A/C 09911780504)		1,305.56		
		\$ 19,334.73		

<u>Summary of all Funds in Hands of Trustees 12/31/12</u>				Market Value
				(12/31/2012)
<u>Unrestricted Church Endowment Funds:</u>				
Mascoma Savings Bank MMA and 1st Class Savings (12/31/11 value \$31,680.86)				\$ 52,083.49
Dwinell Fund - Vanguard Wellington Admiral Fund # 9911780504				
1/1/12	1,580.528	shares		
Quarterly	1,745.391		100,000	
12/28/12	43.696	Capital gain distributions	2,534	
12/31/12	3,369.615	(12/31/11 Value \$85,553.98)		196,954.00
NH Conference Consolidated Investment Fund (#LD 101)				
1/1/12	4,341.912	shares		
Quarterly	(699.277)	For Dwinell and Treas.	(140,000)	
11/11/12	(96.195)	For Boiler/Parlor	(20,000)	
12/31/12	3,546.440	(12/31/11 value \$825,961.92)		750,568.56
United Church Fund Moderate Balanced Fund (#441001)				
1/1/12	65,447.7302	shares		
12/31/12	65,447.7302	(12/31/11 value \$513,954.48)		571,620.48
Total unrestricted endowment funds (12/31/11 value \$1,457,151.24)				<u>\$ 1,571,226.53</u>
<u>Restricted and Designated Church Endowment Funds:</u>				
<u>Leora Coe Library Book Fund -Invested Vanguard Wellesley Fund</u>				
Original cost \$5,100				
252.701	Balance 12/31/11	\$	5,253.11	
	2012 Dividends		194.08	
	Transfer to Treasurer		(194.08)	
3.508	Capital gain distributions		84.66	
256.209	Shares/cost 12/31/12	\$	5,337.77 (12/31/11 value \$5,794.43)	<u>\$ 6,177.20</u>
<u>Cady/Norman Dubie Sr. Social Action Fund (Consolidated Investment Fund #LD 102)</u>				
	CIF Income	\$	133.52	
	CIF Income	\$	(133.52)	
39.119		\$	7,000.00 (original cost)	<u>\$ 8,279.15</u>
			(12/31/11 value \$7,441.61)	
<u>Designated Dole Funds Endowment:</u>				
NH Conference Consolidated investment fund (# LD 201)				
	2,459.999 shares	\$226,500 cost	(12/31/11 value \$467,965.61)	\$ 520,634.19
Mascoma Savings Bank Dole MMA #930667243 (12/31/11 value \$31,219.56)				19,334.73
Total Dole Funds investments (12/31/11 value \$499,185.17)				<u>\$ 539,968.92</u>
<u>Dole Endowment for Pastor Supplemental Benefit</u>				
NH Conference Consolidated investment fund (# LD 104)				
1/1/2012	546.701 shares	\$56,000 cost		
12/31/2012	546.701 shares	(12/31/11 value \$103,998.93)		<u>\$ 115,703.80</u>
	27.755 shares	Allocated to Steve Silver (\$5,874.07 value)		
	574.456 shares	Total value Church and Pastor (\$121,577.87)		
Total Restricted and Designated Endowment Funds (12/31/11 value \$616,420.14)				<u>670,129.07</u>
Market Value of all Funds in Hands of Trustees 12/31/12 (12/31/11 value \$2,073,571.38)				<u>\$ 2,241,355.60</u>

First Congregational Church of Lebanon											
Historical Analysis of Endowment Funds											
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Unrestricted Funds:											
Consolidated Investment Fund (FMV)(UCF-	724,784	773,474	787,459	841,582	903,803	926,650	662,713	771,731	850,754	825,962	750,569
UCF Moderate Balanced Fund (FMV)(Cook)									529,407	513,954	571,620
Certificates of Deposit	7,000	7,000	2,000	0	0	0	0	0	0	0	0
Dwinnell Fund (Wellington Fund)	73,142	78,949	81,979	85,046	94,802	89,038	66,667	78,742	84,890	85,554	196,954
Vg MMA (Formerly Dole Loan/Now Coe BK)	18,962	0	0	0	0	0	0	0	0	0	0
First Class Savings								50,000	25,000	10,000	10,000
Money Market Fund	5,624	16,373	12,596	27,839	9,824	14,055	68,967	35,734	34,443	21,681	42,083
Net Value	829,512	875,796	884,034	954,467	1,008,428	1,029,743	798,347	936,207	1,524,494	1,457,151	1,571,226
Total Return Distributions	15,000	20,000	13,000	11,000	26,000	22,000	20,000	20,000	35,000	30,000	40,000
Distributions to Treasurer (Excludes Carter	23,590	21,861	21,880	21,586	21,632	24,685	26,385	23,317	17,123	25,571	27,797
(Trust since value not in denominator)	38,590	41,861	34,880	32,586	47,632	46,685	46,385	43,317	52,123	55,571	67,797
Percentage of market value	4.65%	4.78%	3.95%	3.41%	4.72%	4.53%	5.81%	4.63%	3.42%	3.81%	4.31%
Three year rolling average percentage	3.89%	4.43%	3.93%	3.68%	5.12%	4.82%	4.89%	4.59%	4.86%	4.71%	4.94%
Dole Designated Funds:											
Money market accounts	28,975	17,515	3,202	1,645	6,875	13,502	24,657	34,931	42,953	31,220	19,335
Loan from Treasurer			(8,000)								
Consolidated Investment Fund	381,201	406,810	414,165	451,090	487,842	508,899	372,641	437,240	482,012	467,966	520,634
	410,176	424,325	409,367	452,735	494,717	522,401	397,298	472,171	524,965	499,186	539,969
Pastors Endowment Fund:											
Consolidated Investment Fund (FMV)	70,770	90,408	92,043	100,249	108,420	113,096	83,470	97,171	107,121	103,999	115,704
Cady/Dobie Fund	2,000	2,000	2,000	7,173	7,758	8,093	5,926	6,953	7,665	7,441	8,279
Coe Book Fund (Wellesley Fund)											
		5,011	5,176	5,017	5,350	5,418	4,650	5,148	5,484	5,794	6,177
Total Value of Endowment Funds	1,312,458	1,397,540	1,392,620	1,519,641	1,624,673	1,678,751	1,289,691	1,517,650	2,169,729	2,073,571	2,241,355
Approximate investment return, net of div	-13.92%	6.48%	-0.35%	9.12%	6.91%	3.33%	-23.18%	17.68%	10.02%	-3.60%	8.09%

Summary of 2012 Activity

The Church continues to be blessed with the thoughtfulness and generosity of members past and present. The benefactors listed on the following page truly allow the Church “to do good, both within and outside the walls of this building,” as Reuben Cole wrote many years ago, his words repeated annually in the Trustees report.

The endowment funds of the Church are primarily invested with the United Church Funds (UCF), the investment arm of the national United Church of Christ. Our Church has invested into the Moderate Balanced Fund, which is a balanced fund that invests approximately 60% of its assets into equity-type investments and 40% into fixed-income-type investments. We have invested funds both directly with UCF and indirectly through the New Hampshire Conference. The investment management fees for a direct investment with UCF are slightly less.

In 2012, the Trustees began a diversification policy and transferred \$25,000 quarterly from the NH Conference UCF-invested funds to the Vanguard Wellington Fund, a fund that the Trustees established initially to invest a substantial bequest many years ago, and which also has a policy of investing approximately 60% of net assets into equity-type investments and 40% into fixed-income-type investments. At the end of 2012, approximately 88% of the Church’s investments were invested through the UCF, and 9% was invested in the Vanguard Wellington Fund. The balance of the Church’s funds (3%) consisted of cash.

The Trustees are pleased to report that the 2012 investment results approximated 13%. The UCF has not published its investment performance for 2012; however, based on one of our investment funds where our dividends are reinvested, it is projected to be approximately 13.1%. The Vanguard Wellington Fund returned 12.67% for 2012. These returns are extremely meaningful to the Church, especially as we have had substantial capital improvements the last few years and have budgeted approximately \$100,000 in 2013 to replace the sanctuary roof and to repair the sanctuary ceiling. I also continue to serve on the NH Conference investment committee, which allows me to participate in quarterly meetings with UCF personnel.

The Trustees have adopted a spending policy to limit trustee withdrawals from unrestricted endowment funds to no more than 5% of principal on a three-year rolling average. Our policy is consistent with endowment funds of other institutions; however, there is a trend to reduce the withdrawal rate as long-term performance has not met expectations for the last decade. The 2012 investment returns are a welcome change. The Trustees have considered reducing the policy withdrawal rate; however, given the substantial amount of capital improvements the Church is currently undertaking, it is not feasible to do so at this point in time. Our three-year rolling average of total distributions currently totals 4.94%, which is slightly less than our 5% goal. As shown on the historical analysis of endowment funds, the overall investments of the Church managed by the Trustees now total \$2,241,355, and support of general operations and capital improvements from the endowment approximated \$68,000 in 2012.

The Pastors Endowment Fund is the property of the Church. However, the income earned on this endowment is used to fund a savings plan for our pastor to assist with housing costs in retirement. During 2012, all income was reinvested into new shares for Steve's benefit.

The Trustees are equipped to accept gifts of stocks. The Trustees welcome the opportunity to answer questions about gifts to the Church of stocks or bequests to the Church by will.

The importance of Trust Fund income to the survival of this Church and its capability to serve its membership and its community can not be overemphasized. As in former years, included in this report are the names of those whom we remember as providing the wherewithal which produced the resources that in significant part enables this Church to do good, both within and outside the walls of this building.

Robert B. Kimball	Alice B. Dewey	Forrest B. & Lillian C. Cole
Laura Durkee	Mary Edith Johnson	Stanley M. Currier
Mary M. Hall	Lizzie Wood	Harold M. Morse, Sr.
Rosamond A. Waterman	Eustace Haven Cummings	Ethel Millen & Rock Family
Alice H. Day	Ruby Scott Bloomey	Robert and Ann Lewis
Priscilla E. Currier	Irving H. Gale	Raymond and Helen English
Margaret H. Johnston	Fred and Addie Simmons	Gladys L. Cady
Jane Johnston	Alfred and Hope Densmore	Bradley and Elaine Morse
Harry and Alice M. Dexter	Annie G. Crozier	Eleanor Cummings Tirrell
Thomas P. Waterman	Beatrice Downs Pierce	Franklin and Verna Patterson
Emma M. Morris	Bessie B. Lewis	William and Helen Smith
William S. Carter	Robert Tirrell	Mazie & Fred & Ola Humiston
Marion Carter	Stuart and Elsie Emerson	Stephen and Alana Cole
Charles and Amie Hildreth	C. Elbert and Mildred W. Dole	Effa P. Johnston
Clifton C. and Edith S. Waldo	Sarah H. Bound	Howard and Mary Stockwell
Ruth V. Belknap	Eva C. Williams	Norris and Eleanor Cotton
Andrew and Eleanor Reid	Farwell and Betty Brown	Bertha Belknap Wheelock
Alden and Mary Burt	Truman and Helen Carr	Barbara Morse Riles
Grace M. Brant	Carlton S. Mason, Sr.	Harold M. and Doris Morse
Stanley and Doris Jackson	Lane and Elizabeth Dwinell	Francis and Mary Sargent
Philip M. and Catherine C. Hough	Leora Coe	Donald Erskine
James Carver	Hazel Young	Ann Dunn
Beryl G. and Leif Thorsrud	Douglas Hough	Charlotte Rowell Bursey
Robert Bassett	Earle and Mary Burke	Marion Roche
Elaine Cook	Gordon Place	Barbara Reed

Finally, I would like to acknowledge the invaluable assistance and advice of fellow trustees Lynn Anderson and Barry Schuster and Treasurer Marcy Chong.

Respectfully submitted,

Robert E. Moses, Trustee

BOARD OF GOVERNORS REPORT

It is prescribed by the Constitution and By-Laws that the Board of Governors shall have general charge and care of the physical properties of the church. The members of this board take these duties seriously, and it is our intent to accomplish these tasks to the best of our ability each year. As of last year, the responsibility for the budget was moved to the Finance Committee.

Our Sanctuary is currently in need of a new roof. When the Board of Governors looked into having new shingles installed, we discovered that the support structure for the roof was too old and weak to support the weight of either the shingles or the construction. We consulted the architectural firm of Tirey and Associates and developed a plan. Construction to strengthen the roof structure and bring everything up to code was completed by Trumbull Nelson in May and June of 2012. It became clear, though, that while the physical support of the roof was now in excellent shape, the plaster ceiling of the Sanctuary was not. We proposed that the Sanctuary ceiling be secured—work which has begun in January of 2013—and then new shingles be put on the roof in the spring of 2013.

Heating the church on extremely cold days has been a problem. The Sanctuary is heated with forced hot air provided by two furnaces dedicated to this job. However, since there is no insulation in the Sanctuary, it is difficult to maintain steady temperatures. We are working on ways to address this problem.

The rest of the church spaces (Parish Hall, kitchen, offices, and Church School rooms) are heated with forced hot water provided by a boiler. In fall of 2012 the boiler was found to be in bad shape, and Shawn Sleeper installed a new boiler in late November. A chimney liner will be installed in February 2013.

There is a beautiful old light hanging on the front porch. Photographs show this fixture in place since at least the early 1900s. This fixture was refurbished by Conant (Burlington, VT) and re-installed in May. Its wiring was also brought up to code.

The Spring Church Clean-up Day was postponed due to construction. The Fall Clean-up Day was held Saturday, October 13, and lots of cleaning, scrubbing, dusting and lawn maintenance was accomplished. The participants of Men's Fellowship did the church a huge favor by scraping and painting the exterior walls of the office spaces.

The Xerox copier in the Church Administrator's office was removed. It has been replaced with a smaller, more efficient desktop machine that prints and scans in addition to copying.

Respectfully submitted,

Patricia Heatherton, Chair

STEWARDSHIP COMMITTEE REPORT

The Stewardship Committee oversees the stewardship activities of First Congregational Church, including the annual campaign for pledges to support the mission and ministry of the congregation and other special fund-raising efforts as needed. Working with the pastor, the committee also develops programs to enrich and broaden our congregation's understanding of the meaning of stewardship in a Christian community, to include not only money but time, environmental sustainability, and community outreach.

Direct stewardship giving to the church in 2012 totaled \$105,644.54, a 15% decrease from the same total in 2011 and falling short of our budgeted goal.

We are especially grateful to those church members who participated in our fall campaign, and to Ron Bailey, Wendell Smith, and Kim Quirk for sharing their perspectives on stewardship of the community and environment in presentations following worship in November.

In addition to financial gifts, volunteer contributions of time and skills have been outstanding, whether through committee service, special programs and presentations, participation in dinners, festivals, clean-up days, and other events, or ad-hoc responses to community needs.

We believe that stewardship is more than a campaign or a program; it is a pilgrimage. In this spirit, the committee looks forward to sharing its ongoing stewardship journey with you.

Respectfully submitted,

The Stewardship Committee

CHURCH SCHOOL AND CHRISTIAN EDUCATION COMMITTEE REPORT

On Kick-off Sunday in September, 20 children registered for the 2012-13 Church School year, followed by lunch, games, and a bounce house on the front lawn. The Church School theme for the year is “People and Events in the Old Testament.” In keeping with that theme, the children created a Tabernacle in one of the rooms downstairs.

Money earned from our table at the Apple Festival was used to purchase a sheep for the Heifer International program.

For Halloween, we attempted our first “Trick or Treat” event on the front lawn of the church. It was a huge success, thanks to several costumed volunteers who turned out to represent the church.

Our Lenten mission collection was used to purchase toys, games, and art supplies for the children at the Upper Valley Haven. (Our children were involved in the shopping, too!) The Church School children also enjoyed an Easter egg hunt on Easter Sunday.

We celebrated Children’s Day in June with presentations of books to church families, bibles to the Church School children, and thank-you gifts to Superintendent Marcia Corkins and all our teachers. We then enjoyed a great lunch and games on the front lawn.

The Christian Education Committee owes a huge thank-you to the adults who share teaching duties throughout the year. We are also grateful to the children themselves, who make our job so much fun!

Respectfully submitted,

Marcia Corkins

Superintendent of Church School

MEMORIAL GARDENS COMMITTEE REPORT

The Memorial Gardens Committee is responsible for overseeing the maintenance and planting of our two memorial gardens. The garden in front by the church sign is in honor of Betty and Ellis Howard given by their family. The memorial garden in front of the stone is where cremated ashes of deceased church members and their families may be buried.

The stone is engraved with the names of the following deceased members of our church: Leif and Beryl Thorsrud, Frank Wallace, Hank Watson, Robert Bassett, Dr. Gordon Place, Ellis Howard and Willmot "Bin" Lewis. The names of spouses may be engraved at the same time. In September 2012 there was an interment service for Willmot "Bin" Lewis.

Two new members, Nora Miller and Beverly Sassorossi, were added to the committee during the year. Our only formal meeting during the year was to review all of the policies and procedures for these new members. Committee members also maintain the gardens and plant flowers in the garden each spring. Nora Miller, Beverly Sassorossi, and Carolin Bassett have generously done this maintenance and planting work for both gardens.

We also thank Trish Heatherton for agreeing to make all of the biodegradable bags used for interment of ashes.

Anyone who would like any more information about either of the Memorial Gardens or would like to contribute to them please contact one of the committee members. To reserve a spot in the interment garden please contact a committee member or the Church Administrator.

Respectfully submitted,

C. Pete Mason, Chair

Ike Jacobs

Carolin Bassett

Nora Miller

Beverly Sassorossi

MEMORIALS COMMITTEE REPORT

No memorial funds were received during the year 2012.

Memorial gifts and other bequests, gifts, and trust income are of the utmost importance to the church. Besides reflecting the generosity of the donor and providing a special remembrance of them at the annual meeting, these enable special projects and resultant income, which help to insure the future of this church.

Respectfully submitted,

Barb Teeter

MISSION AND SOCIAL ACTION COMMITTEE REPORT

The Community Dinners inaugurated one year ago in January of 2012 are proceeding each month with the generous support and participation of many in our congregation. The invitation is always open for newcomers to volunteer and experience these inspiring events.

This past year, WISE and Second Growth were chosen in response to our committee's decision to build long-term relationships with local service organizations. El Salvador, and the Epilogos organization in particular, was chosen as our relationship for farther afield.

We continue our partnership with WISE, including the enormously generous response of many of our church members to the request for specific Christmas gifts for WISE families and their children. Looking forward, we have the opportunity to respond to the organization's request for bags for the Resource Room. A list of items needed in these bags will be forthcoming soon. For Second Growth, we are offering to host their training and teaching sessions at our church and are also exploring the possibility of providing their young clients with a meeting place.

Considering El Salvador, committee member Wendell Smith and Ron Bailey presented an after-church informational session on Epilogos and its partnership with Lebanon Riverside Rotary, which fields groups of workers to work alongside the villagers in building homes. The response from the congregation and the Mission and Social Action Committee was very positive and helped in our choosing this long-distance focus for our committee. We have committed to financial (and physical) support of this mission and plan an all-church informational session with the leadership of the Epilogos project in March. We are also exploring ways to involve the Church School and other members of the congregation.

In June, under the leadership of Barb and Steve Teeter, we hosted 33 college-age bikers in the Bike-and-Build program for two nights at our church. They worked for Habitat for Humanity on different sites during their stay. They were very enthusiastic about the meals provided by Trish Heatherton's cooking team, particularly the delicious vegan meal. Steve Teeter's breakfast pancakes were also a huge hit. The bikers look forward to wheeling back to us in 2013.

The garden on Bank Street is still going strong under the care of Ron Bailey. The harvest provided produce for the Baptist Church's food pantry and our Community Dinners.

Our church again hosted lunch after the Upper Valley CROP Walk in October. Many thanks to Jim, Linda, and Ashley Oronte for their fabulous cooking, and to many wonderful volunteers from our congregation for their support.

Among other ongoing initiatives were Neighbors in Need, One Great Hour of Sharing, Mother's Day Blanket Sunday, Father's Day Shelter Sunday, the Souper Bowl Sunday soup collection, and our Christmas Giving Tree for the Listen Center.

Looking back on the year, it has clearly been an active and productive time for our committee.

Respectfully submitted,
Priscilla Carr, Chair

MUSIC COMMITTEE REPORT

The focus of the Music Committee's work in 2012 was the continued implementation of a performing arts program that would build on our congregation's love of music; promote music in the community; and function as a way to draw newcomers into our church. To this end the church hosted its second season of "Music at the Meetinghouse," featuring both visiting musicians and recurring appearances by local performers.

This year's events included Jen Corkins & Blue Road Crossing; guitarist Peter Griggs; soprano Elissa Jones; viola and mandolin festivals sponsored by the Upper Valley Music Center; concerts by the UVMC's children's and youth choirs; and a benefit concert for the Upper Valley Humane Society. Our own Will Ögmundson, in addition to a couple of recitals here, staged a twelve-hour piano "playathon" and a performance of his new Christmas musical, "The Night of Las Posadas," based on the eponymous book by Tomie de Paola.

In conjunction with "Music at the Meetinghouse," Classicopia, a highly regarded chamber music ensemble led by pianist Dan Weiser, offered a number of concerts during the spring and fall and will be returning to our sanctuary in 2013. Additionally, First Congregational continued to provide a home to the Bel Canto Chamber Singers, who rehearsed and performed here in the spring and fall. Bel Canto also offered a concert and workshop in collaboration with British composer and organist Paul Ayres in May. Bel Canto will continue to sing here in 2013.

We look forward to welcoming many of these artists back to FCC in 2013 while introducing new performers to the community, all in an effort to enrich our faith community with the gift of music.

Respectfully submitted,
The Music Committee

WOMEN'S FELLOWSHIP REPORT

Women's Fellowship has not been holding regular monthly meetings during the past year. Our membership has dwindled to a handful of women. After many heartfelt discussions on the direction of our group, it was decided that we would continue to serve the needs of the church when called upon. If a meeting is necessary, one would be called and members would be notified by the weekly bulletin or by email.

Over the years, the Women's Fellowship has been an important group, serving the needs of the church and the greater Lebanon community. With smaller attendance at our meetings, it has become difficult to continue our mission to serve the church.

We will continue to help with funeral receptions, Community Dinners, and fundraising with our Pie Sales at Farmers Markets.

Respectfully submitted,

Betty Tedeschi

WOMEN'S FELLOWSHIP TREASURER'S REPORT

Balance on January 1, 2012 \$ 4180.48

Receipts

January Pie Sale	\$ 399.00	
June Pie Sale	325.00	
July Pie Sale	374.00	
August Pie Sale	297.00	
Apple Festival (September)	2258.00	
Funeral Receptions	530.00	
Total Receipts		\$ 4183.00

Expenditures

Pledge to FCC for 2012	(\$ 1500.00)	
Farmers' Market application	(20.00)	
Donation to LHS Superlatives	(75.00)	
Senior Luncheon (May)	(94.55)	
Tip Top Pottery	(20.00)	
Pie boxes (WR Paper)	(61.58)	
Pie shells (Lebanon Village Market)	(239.40)	
Fabric for windows	(105.45)	
Community Dinner	(153.38)	
Gifts for Listen	(131.97)	
Total Expenditures		(\$ 2401.33)

Balance on December 31, 2012 \$ 5962.15

Respectfully submitted,
Barb Laro, Treasurer

CHURCH HISTORY

As I begin my new journey as your church historian, I feel very apprehensive to be trying to fill the shoes of Carolin Bassett, but I will try! Thank you, Carolin, for being the historian for so many years.

January begins a new year, and congratulations were in order to Will Ögmundson, our organist, for his debut at Plymouth State University. He wrote the music to a new play based on the story of the Wild Swan. On January 22, we served the first of what we hoped would be a monthly Community Dinner at our church. It was very well attended, and with the guidance of Barb Laro and the whimsical table decorations of Marcia Corkins, we received many congratulations on a great, healthy meal. The following month on February 26, we served our second Community Dinner. We served twenty-five people who were grateful for our menu and cooking skills!

Sunday, February 12, was a busy day in the church. We received three new members to our church family, Cathy and John Bourgon and Susan Montmagny—welcome. After worship, approximately fifty-five people attended the annual meeting. We recognized the ten years of service from Trish and Todd Heatherton as church treasurers; Marcy Chong will be taking over that position. Todd Miller praised the members of our church as the reason why we were able to do so much restoration work on the church and parsonage without using money from the coffers. Most of the money was taken from the endowments of church members. We also voted in an amendment to the by-laws. The newly formed Finance Committee will oversee the church's financial affairs, including preparing an annual budget and approving expenditures over the budget. We have a new Music Committee, which will be responsible for developing an appreciation of music within the church. Warren Belding stepped down from the Board of Govenors after serving for so many years; we thank him for his long service. Rev. Silver commissioned the deacons during the meeting, and offered a blessing on all of us for the upcoming work we will be doing for the church and community. Carolin Bassett has also stepped down as church historian after fifteen years; we will miss her eloquence and grace. Thanks to Bob Moses for another efficiently run meeting.

Our choir took part in the Ecumenical Choir Festival held at the Lebanon United Methodist Church on February 12. The festival was dedicated to the memory of Beverly Gaylord, who was the organist and choir director here from 1978-2005. (Beverly died August 29, 2011.) Later in the month we also lost a long-time member of the church, Doris Morse.

As we ushered in the Lenten season, our church was also the host for a community Ash Wednesday service. Rev. Silver provided a daily Lenten meditation via email to anyone who wished to receive it, a nice way to begin the day. Lenten programming continued on March 7, when twenty-five people from our church participated in “The Power of Looking.” This was a program at the Hood Museum led by church member and art historian Amy Driscoll. We met at the Hood to observe the Assyrian relief panels, which are over 3000 years old, and considered how to look at art and inspire our spirituality. On March 21, her husband Brian Clancy, also an art historian, led a related discussion of religious imagery. This session focused on Caravaggio’s painting *The Entombment* (1603), offering another interesting and informative night.

On March 18, the church family was invited to participate in the renewal of vows between Mary Turner and Michael Marcroft. Many friends and family filled our church for this momentous occasion. We also had a guest preacher that Sunday, the Rev. Andrew MacLeod, who leads the First Congregational Church (UCC) of East Millinocket. He was here to preach before members of a pastoral search committee in Bristol. In the afternoon, Bel Canto Chamber Singers gave their spring concert.

Our third Community dinner took place on March 26 and involved the younger members of our church helping out in various positions. In March Elizabeth Montmagny also started a handbell choir, which performed in worship on Palm Sunday, April 1. Well done!

The Lenten season continued with a prayer Mini-Retreat at the church on March 31. The Sunday school passed out paper bags again during this Lenten season, asking us to give up a little something every week and put the money in their bags. They collected them on Palm Sunday, April 1, and proceeds went to the Haven. Holy Week continued with the Maundy Thursday Tenebrae service and an Ecumenical Stations of the Cross Walk on Friday. The sunrise service on Easter Sunday was followed by an Easter breakfast sponsored by the Men's Fellowship, and then by the festival worship service in the Sanctuary.

April was also the second anniversary of Rev. Silver's arrival as our new minister. Therefore, according to our by-laws, the pastoral relations committee was charged to conduct a job evaluation. The congregation was given a form and asked to give their honest feedback; the committee reviewed the forms and reported back to the congregation. Also in April, Allison Schuster left her position as our church administrator to work in Geneva, Switzerland, for the Schwab Foundation. Good luck, Allison! Brian Clancy took her place as church administrator.

As a church, we have decided to become involved in mission closer to home. Peggy O'Neil of WISE and Robert Bryant of Second Growth both came to church in April to present to us what their organizations do.

In April we were saddened by the passing of Barbara Reed, a longtime member of the church. We lost two more beloved parishoners in May, Mary Turner and Donald Dickey.

The spring concert season continued the last week in April with a concert by Classicopia. We hosted Classicopia three more times during the months of April, May and June.

In early May the Senior Luncheon was attended by about fifteen people, who were serenaded again this year by the Superlatives from Lebanon High School. Rev. Silver also offered a three-session forum about the UCC organization and history. On May 27, we baptized Joseph and Lillian Henken and welcomed them to our church family.

The Diaconate also decided to resume our tradition of bringing communion to the home bound. Blanket Sunday was Mother's Day, May 13, followed in June by Shelter Sunday on Father's Day. Proceeds went go to Church World Services and Habitat for Humanity.

Work to strengthen the roof structure over the sanctuary was started in May and finished in early June. This was necessary for planned replacement of the sanctuary roof shingles.

A very busy June started by celebrating Trinity Sunday on June 3, when we received four more new members to our church community: John Gilliatt, Debbie and David Lemere, and Lee Ann Marsh. June 10 was Children's Day, which we celebrated with an ice cream social, games on the lawn and a Rail Trail Ramble. Each child was given a Bible and a book.

On June 16 the Women's Fellowship sold pies, watermelon, and lemonade at the Lebanon Alumni Parade. The next day we had a presentation after church by Laurie Harding and Dennis McCullough, who told us about a new community nursing initiative in the Upper Valley.

On June 19 we hosted a meal for the Dream Builders, who are helping flood victims in West Hartford and Sharon, VT. We served about sixty people. We also hosted 33 cyclists from the Bike-and-Build program, who helped on a Habitat for Humanity project in the area. We ended the month with another successful Community Dinner.

A wedding was held in June for Heather Hills and Jason Bergeron.

July ushered in more music in our concert series. The Upper Valley Music Center held a faculty concert for children, and our own Jen Corkins and her band, "Blue Road Crossing," held a concert to benefit her son Ryan's trip to Austria for the AFS-USA student exchange program.

In July we added a new dimension to our Community Dinners, asking anyone who had extra produce from their home gardens to bring it to the dinner to offer to our guests. The program continued into September.

On our last Sunday in July, we were treated to a beautiful rendition of the Lord's Prayer in voice and sign language by Elizabeth Montmagny. She moved to Montana to begin a teaching position on the Blackfeet Reservation. We were sad to see her go, but wish her luck and love.

August was ushered in with our Praise in the Park service on the Green, with the United Methodist Church. A week later on August 12, Beth Griffiths and Ken Steinke hosted our Summer Picnic, welcoming us to another wonderful afternoon at their home on Mascoma Lake.

Rev. Heidi Hoskin and Mark Rowell preached and led worship while Rev. Silver was on vacation in late August.

We kicked off the new program year on September 9 with a celebration of our children. We had a blessing of the backpacks, church school registration, lunch, and a bouncy house. The same weekend we resumed our Music at the Meetinghouse series with a concert in the Sanctuary by internationally known guitarist Peter Griggs.

And at the end of the month, despite inclement weather, the Applefest was once again very successful. We are so grateful to Barb Laro and Corrine Erskine for their leadership of this community event.

In September and October the church offered a chance get to know Jesus with a "Jesus: Then and Now" series, including sermons every Sunday on the subject and Forum discussions before worship. As part of the series, Brian Clancy led another art history discussion, "Looking at Jesus in Art," focusing on several images of Christ throughout history.

Funeral services were held on September 22 for Willmot "Bin" Lewis, Jr.

October started off with the CROP Walk on October 7. Our church hosted the luncheon again this year, serving everyone at the conclusion of the walk. Later in the month Classicopia returned for the first of three fall concerts, and a wedding was held for Katie Raymond and Benjamin Adams. On Halloween night, Christian Education volunteers handed out candy on the front lawn.

November ushered in a plethora of musical concerts, by the Upper Valley Music Center, Classicopia, and a benefit concert for the Upper Valley Humane Society. The Bel Canto Chamber Singers opened December with their winter concert.

Also in November, the Stewardship Committee presented short programs after worship on different aspects of ways we can respond to God's call of service. The community-wide Ecumenical Thanksgiving Service was held at our church this year, with an offering collected to benefit the Raven Food Pantry at First Baptist Church. We also baptized Zachary Smaha and welcomed him into our church community.

December's festivities began with the annual church Christmas party, sponsored by Women's Fellowship. The party was attended by about twenty people, who sang Christmas carols, had a Yankee swap, and enjoyed lots of goodies to eat.

We ushered in the Advent season on December 2 with the lighting of the first Advent candle and presentation of the first banner. The church Parlor was decorated for the season, as were the church pews. Wreaths on the front doors along with candles in the windows made our church a focal point in the city. Todd Miller did another magnificent job of stringing lights on the trees outside and giving us the most beautiful and fragrant Christmas tree in the Sanctuary.

The musical highlight of the month was a wonderful performance of Will Ögmundson's Christmas musical based on Tomie de Paola's "The Night of Las Posadas." Will deserves credit and thanks for this production, which was very well attended and received.

Also during Advent, Susan Reade presented a program about managing stress during the holidays. On December 10, a caroling group serenaded several homebound church members and came back for cookies and hot chocolate. A Blue Christmas service was held December 21 at the Methodist Church, for those carrying burdens during the holiday season.

We had three Christmas Eve services, a day after our monthly Community Supper, which is being attended by more and more people each month.

This has been my accounting of the news, events, and remembrances of life in our church during 2012. If I have forgotten anything or anyone, please let me apologize in advance.

Respectfully submitted,

Corrine Erskine, Church Historian

NOMINATING COMMITTEE REPORT

*MODERATOR	Bob Moses
*VICE MODERATOR	Jeff Sassorossi
*CLERK	Nan Parsons
*TREASURER	Marcy Chong
*ASSISTANT TREASURER	Nora Miller
*HISTORIAN	Corrine Erskine
*AUDITOR	Kathy Belding

CHURCH SCHOOL SUPERINTENDENT Marcia Corkins
(Term: July 1, 2013 to June 30, 2014)

CHURCH COUNCIL

*CHAIR	Shelly Moses
*VICE CHAIR	Warren Belding
*MEMBER-AT-LARGE	Todd Heatherton
*MEMBER-AT-LARGE	Susan Reade

DIACONATE

<i>Board of Deacons</i>		<i>Board of Deaconesses</i>	
John Gilliatt	2016	Nora Miller	2016
Mark Yeager	2016	Karen Morganelli	2016
Ron Bailey	2015	Valerie Nevel	2015
Matthew Goodrich	2015	Jennifer Petersson	2015
Alden Hall	2014	Carolyn Crocker	2014
Todd Miller	2014	Deb Scott	2014
Youth member (open)		Youth member (open)	

BOARD OF GOVERNORS

Peter Morganelli	2016
Lynn Anderson	2015
Wayne Braley	2015
Gordon Sargent	2015
Patricia Heatherton	2014
Ian Smith	2014

BOARD OF TRUSTEES

Barry Schuster	2016
Bob Moses	2015
Lynn Anderson	2014

FINANCE COMMITTEE

Lisa Poirier	2014
Treasurer	2014
Member from Board of Govs.	2014
Member from Stewardship	2014
Member from Trustees	2014

CHRISTIAN EDUCATION COMMITTEE

Ike Jacobs	2016
Audra Smith	2016
Cathy Bourgon	2015
Laurie Braley	2015
Shelley Shipley	2014
Jody Thompson	2014

MEMORIAL GARDENS COMMITTEE

Carolin Bassett	2016
C. Pete Mason	2015
Ike Jacobs	2014
Nora Miller	2014
Beverly Sassorossi	2014

MEMORIALS COMMITTEE

Barb Teeter	2016
Jean Cole	2015
Kathy Belding	2014

MISSION AND SOCIAL ACTION
COMMITTEE

Priscilla Carr	2015
Corrine Erskine	2015
Barbara Jones	2015
Wendell Smith	2015
John Bourgon	2014
Marcy Chong	2014
Barbara Laro	2014
Betty Tedeschi	2014

(several candidates being approached)

*Indicates one-year term

MUSIC COMMITTEE

Brian Clancy	2016
Ginger Smith	2016
Eric Petersson	2015
Kathie Schuster	2015
Ruth Friend	2014
Barry Schuster	2014

NOMINATING COMMITTEE

Todd Miller	2015
Audra Smith	2015
Shelly Moses	2014
Susan Reade	2014

STEWARDSHIP COMMITTEE

Linda Jacobs	2016
Jon Scott	2016
Wendell Smith	2015
Steve Teeter	2015
Alden Hall	2014
Barry Schuster	2014

DELEGATES

*Ike Jacobs	2015
*Linda Jacobs	2015
*Carolin Bassett	2014
*Laura Place	2014

Respectfully submitted,

Todd Miller, Chair
Shelly Moses
Susan Reade
Audra Smith

BLEST BE THE TIE THAT BINDS

Blest be the tie that binds
Our hearts in Christian love;
The fellowship of kindred minds
Is like to that above.

Before our Father's throne
We pour our ardent prayers;
Our fears, our hopes, our aims are one,
Our comforts and our cares.

We share each other's woes,
Each other's burdens bear,
And often for each other flows
The sympathizing tear.

When we are called to part
It gives us inward pain,
But we shall still be joined in heart,
And hope to meet again.

— John Fawcett (1739/40-1817)

APPENDIX

Composition of Pastoral Relations and Personnel Committees

PASTORAL RELATIONS COMMITTEE

Moderator (Chair)

Diaconate Chair

Other member from Diaconate

Member from Board of Governors

Member-at-Large from Congregation

PERSONNEL COMMITTEE

Chair of Church Council (Chair)

Diaconate Chair, or designate

Board of Governors Chair, or designate

Member from Finance Committee

Pastor (ex-officio)