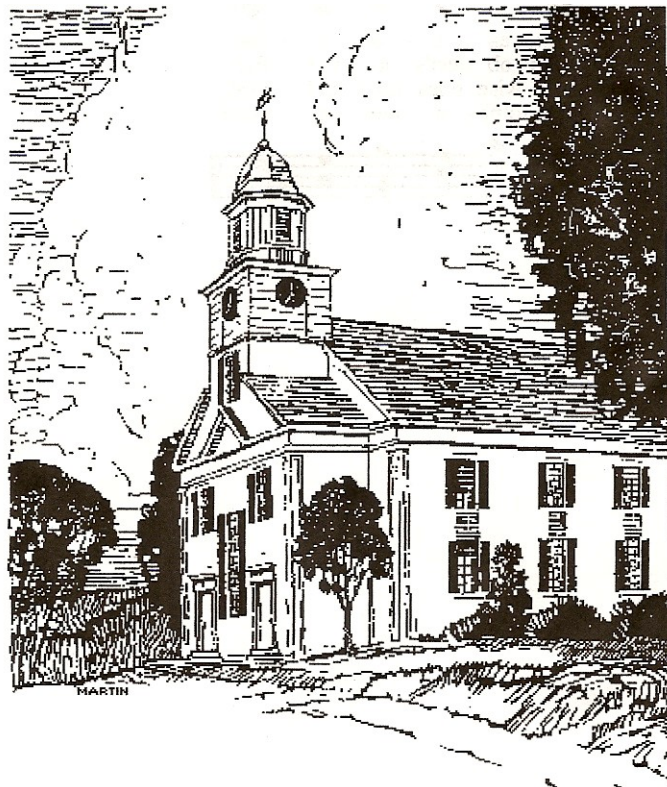


FIRST CONGREGATIONAL CHURCH IN THETFORD
UNITED CHURCH OF CHRIST

ANNUAL REPORT
2008



**The First Congregational Church in Thetford
United Church of Christ**

**Annual Meeting
January 25, 2009**

Agenda

Opening Prayer.....	Rev. Thomas Cary Kinder
Welcome.....	Charlie Buttrey, Moderator
Reports from the Church Officers for 2008	Page#
Minutes of the January 27, 2008 Annual Meeting	3
Minutes of Special Meetings	7
Pastor's Report	12
Moderator's Report for the Church Council	14
Clerk's Report	15
Treasurer's Report	16
Budget Report for 2009	18
Reports from the Boards and Committees	
Board of Deacons	19
Board of Pastoral Relations	20
Board of Trustees	21
Building Use Coordinator	22
Calling & Caring Coordinator	23
Committee for Youth	24
Delegates to the Grafton-Orange Association & VT Conference Meeting	26
Ladies Benevolent Society	27
Mission Committee	28
Music Committee	29
Sanctuary Committee	29
Welcoming Committee	30
Fundraising Committee	30
Stewardship Committee	30
Nominating Committee	31
Report from Nancy Gieseler Devor	32
Appendix A	33
Old Business	
New Business	
Election of Officers	
Vermont Conference reports	
Other Business	
Closing Prayer.....	Rev. Thomas Cary Kinder

Reports from the Church Officers for 2008

Minutes of the Annual Meeting of the First Congregational Church in Thetford, Sunday, January 27 ,2008

Present: Doug Miller, Valerie Miller, Robin Osborne, Bob Hagen, Pril Hall, Elizabeth Upton, Helen Mac Lam, Susan Kowalsky, Bev Vaughan, Russ Vaughan, Betty Campbell, Alice Pierson, Lilla Willey, Mel Clouser, Mary Chin, Ray Chin, Scot Zens Christina Robinson, Norm Marshall, Bob Wells, Tammie Patten, Fran Haugen, Karen Flett, Joyce McKeeman, Lesley Wellman, Rev. Tom Kinder, Mary Bryant, Charlie Buttrey, Eleanor Zue, Marianne Barthel, Jess Kilgore, Nancy Kilgore, Lelia Mellen, Anne Frey, and Suzanne Trumbore.

The meeting was opened with a unison reading of the church covenant and a prayer by Rev. Tom Kinder.

Minutes of the last Annual Meeting were corrected to include as attendees Norm Marshall and David Barthel. Pril moved, Lilla 2nded, that we accept the minutes as corrected. The motion passed.

Treasurer's Report: Doug corrected two figures on the last line of the Account Balances table on p. 12. \$3000 should have been left in the Capital Campaign Fund End Balance, and expenses reduced to \$13,103.67.

Bob Wells, in presenting the budget, said it was the first time in his tenure, and maybe in Lilla's long memory, that a balanced budget had been presented at Ann. Mtg.. Bob attributed the remarkable show of financial support to courageous people at the December Church Council meeting who decided to make it happen, with help from a matching donor. The items that are going up include the Pastor's salary and especially insurance, office expense and telephone service. Benevolences, in the form of our Fair Share support of the UCC VT Conference and the national UCC, were raised by \$200. Buildings & Grounds is expected to increase this coming year. In summary, the grand total of expense is \$130,000, and pledges are about \$70,000, a 15% increase over last year. An \$11,000 drawdown of the endowment is considered sustainable. Last year we drew less than expected, mainly due to Patricia's absence for part of the year, but this year, fortunately, Patricia will be with us for the full year as Minister of Music.

There was resounding applause for Bob and his work on the budget.

People were asked to review the detail of expenses on pp. 30-32 of the report.

Doug spoke of volunteer work that hasn't been budgeted such as mowing at the parsonage after the tenants move out. He said he will donate his services as Treasurer(!)

Pril asked about the big changes in fuel oil costs, and Norm said that for winter a year ago they pre-bought but it was disadvantageous because prices went down, so this year they didn't pre-buy and prices have gone up

Susan said there was a correction in the line for Social Activities. It should read "Welcoming Committee". Her Fundraising Committee doesn't have a budget.

Tom led a thank you to Susan for making fundraising so successful.

It was noted that the fundraising income item was raised from \$6000 to \$7000.

Helen moved, Bob Wells 2nded, that the budget as proposed be approved. The vote in favor was unanimous.

Board of Deacons: Bev handed out volunteer sign up sheets for Calling & Caring, etc. Pril spoke of this coming May being the 10th anniversary of the Open and Affirming vote. She hopes to have Beth Robinson from the Freedom to Marry Task Force come to speak in an event open to the public prior to the church celebration on May 4th.

Pastoral Relations Board: Joyce said it is a Sabbatical year for Tom, who will be gone from May 12th until September 4th. The board hopes we don't just muddle through but do something quite dynamic that speaks to who we are as a church. Next Sunday during worship there will be some ideas presented and some discussion of what that time might look like. Helen spoke of her proposal, introduced last time Tom had a sabbatical. She feels that we should seek a seminarian of color to fill the time, or most of the time during Tom's absence. Helen spoke of (Former Associate Conference Minister) John Nutting's history of the VT Conference, and the fact that there have been pastors of color in Vermont, and summer pastors from divinity schools in New England in the past. Churches have been discussing issues of race, something that we as a church have not yet talked about. The VT Conference has passed resolutions about social justice and race, and at the upcoming Annual Meeting in May, delegates will be asked to vote on a resolution calling on the Conference and its churches to become multi-racial and multi-cultural, as the national United Church of Christ has been for many years. She pointed out that time is short for us to engage a person of color for this summer, and that we need to work on housing for them, and connecting a potential candidate with a community of color in the Upper Valley, etc. Joyce said the Pastoral Relations Board is very supportive of this idea, but will put efforts toward Plan B, in case this can't be managed this year.

Bob Wells asked if this was a pastor just for services or for all functions, and Helen said for more than just worship leadership.

Suzanne suggested we seek the most qualified person of whatever color. Helen said the person would not necessarily be African American, but definitely of a culture other than Euro-American.

Anne pointed out that a seminarian would not be able to perform communion. She said this would be good to introduce seminarians to Vermont, as there are many openings in our churches. Lesley said it is a wonderful idea and for some one in or recently out of seminary, there are strengths here to help and support anyone who was new in the ministry. Tom said we have four ordained clergy in the congregation who might do communion on the first Sunday of the month. Nancy said many seminarians are older, starting a second career.

Bob said he knows of a pastor of color in the Upper Valley, that there are Korean and Chinese churches. Helen said the Tucker Foundation is rich in what it could offer such a person. Nancy Kilgore said the line item of \$1500 is not enough for an interim pastor. Helen said she was willing to help lead this effort, and invited those interested to see her after the meeting.

Board of Trustees: Norm spoke of major maintenance needs including the roof of the sanctuary, painting, energy efficiency, and shutter repair/replacement. He thinks it would be wise to have an energy audit so we could reduce expense and be better stewards of energy resources. The parsonage has been patched but has more serious issues: the kitchen, bathrooms, energy efficiency, lead paint. Choices include continuing to do minimal work and renting at a lower rate, upgrading and charging

more rent, or selling. Another possibility is turning it to a non-profit use, which would carry the advantage of not having to pay property tax.

A DOV special meeting in the spring will look at the question “How does the parsonage fit into our plans?”

Tammie said she thinks about this a lot, and that one of the reasons she stepped down from the Trustees was that she didn't enjoy coming to church, concerned the parsonage roof would be leaking, the toilet broken, lead paint hurting young children. What's it doing for our mission? If it could be a youth center, or Maple Leaf might need increased space? What could I feel good about as a benefit to our community?

Joyce reminded us that when Tom and Lesley left the parsonage it was necessary to pay them a housing allowance. BobWells said if the parsonage sold, the money realized would fund Tom's housing allowance in the future. He knows of a group that has been considering housing for the elderly, and this would be a prime location.

Elizabeth said churches make poor landlords in her experience, and there are complicated boundary issues if a pastor lives in the parsonage.

Tom said it was or could be an asset, but just as likely a new pastor would want not to live there. Norm mentioned concern about compliance with health regulations for rental.

There was a discussion of the need for replacing or repairing the church's shutters, and of possible resources, including an interested donor, who would like them to be restored or replaced soon in order for him to contribute.

Tom spoke of Tammie Patten's work as a trustee and the fact that she has stepped off, and there was rapturous applause in thanks for her dedication.

Building Use Co-ordinator : Valerie said we could save energy by being more careful to close doors and turn off lights, etc. As for leaving heat vents open in the Newcomb Room for piano lessons in the afternoons, that needs to be clarified by the trustees. Energy saving use also needs to be clarified with Maple Leaf.

She said the Ladies Benevolent Society bought the tables and chairs and that they are not for rental outside of the church.

It was mentioned that the hot water heater in the kitchen doesn't deliver very much hot water, and Bob Wells said if it is set according to code, it will not work well, but he thought he had adjusted it so that it was working. He will test it again. Norm spoke of the trustees' plan to replace the bulbs in the sanctuary chandeliers with compact fluorescents.

Calling & Caring Co-ordinator: Eleanor spoke of the enormous generosity of donors to the Floyd Dexter Fund and to the Christmas project, and the number of families in need that the church has been able to help in the past year. She thanked Betty Campbell for sending 78 birthday cards. She mentioned that the Deacons under Bev Vaughan's initiative will take on the co-ordinating of volunteers for meals, rides and visits, and thanked them. Robin Osborne expressed appreciation for meals and support during her recovery. Tom spoke of the informative entry in the annual report, and there was applause.

Committee for Youth: Lelia said that there had been meetings and progress in providing a creative curriculum for the children in Sunday School, but that attendance fluctuates. There is a pot luck on

Friday to work together on programming for the spring. Lelia said Ellie Marshall did a great job with the kids on the pageant. There are high aspirations for the youth program, but they need more people and some one to organize it. Bob Hagen said they will be ordering a curriculum this week for the Sunday School. He will build a resource base that will make available enough for a person to use who isn't a trained teacher. Marianne as a parent said she thinks they are doing a great job and appreciates their work.

Delegates: Eleanor noted that for the first time in a long time there is a full slate of delegates, except for a youth delegate. Tom said the fall meeting of the Grafton-Orange Association is to be held in this church. Anne Frey mentioned Grafton-Orange Assoc. Spring Training which is on March 15th and features several church members as trainers: Bob Hagen, Ray and Mary Chin, and Nancy Kilgore.

Defining our Vision (DOV): Charlie said the church Council will look at their long range planning document on the first Thursday in March, and on April 6th the congregation will have an opportunity to discuss the plan in a meeting after church. On April 27th there will be congregational meeting after church to vote on a mission statement, a vision statement, goals and plans presented by the DOV committee.

Mission Committee: Eleanor said it should have listed Chrissie as chair on the report. Chrissie spoke of the availability of important films, and the fact that there has been a good turnout for film/discussions, not mainly of congregation members, with many community neighbors. Pril said she was pleased and proud of what Chrissie and the mission committee have made happen at the church.

Music Committee: Marianne said it's been a win-win outcome to have had Alice Pierson for much of last year as Organist/Choir Director, and to have Patricia Norton back, and the music program stable. The piano issue remains, with no plan yet as to what will be done to repair or replace it. It was suggested that there might be some one with a baby grand piano who would donate for a tax deduction. It was also suggested that we might fundraise to repair the piano, at least for the nearer term. There were thanks expressed to Alice for her contributions in the past year, and warm applause.

Welcoming Committee: Susan Kowalsky said this committee will still organize coffee hour. She thanked Karen and Robin for donating a new coffee urn. She thinks it would be good to have greeters to speak with people as they came in and give newcomers a packet of information that would give them an idea of whether they want to belong here. She said thank you to the mission committee for bringing a lot of people into the church. Nancy Kilgore said she greatly admires what Susan Kowalsky has been doing here. She thinks that when people offer a joy or concern, it would be good if they stood up and said their name and spoke loudly so everyone could hear.

Fundraising: Susan said it had been a great year, and now the auction scheduled for March 15th has a higher goal than last year. There was applause for Susan.

Stewardship: Joyce said she doesn't really like chairing the Stewardship efforts, and that if it had been only the small committee it wouldn't have been successful. People at the December Council meeting stepped up and the financial reality was put to the congregation and people responded very generously. Marianne said it has to be a year round effort. There was discussion of various approaches and materials that have been used or might be tried. Should there be visitations by pairs of people? Tammy thought we should save that for a big capital drive. Susan thought the grid with % of income as a basis for deciding how much to give is not egalitarian. Joyce asked that people let the Stewardship committee know if they have problems with stewardship materials. Lilla asked how many would welcome a visit. Most replied they would not welcome a visit soliciting a pledge for the operating

budget. Anne spoke of emphasizing the wonderful programs that could happen with the money pledged. Suzanne Trumbore said most people come here for other reasons, and we should ask “what do you need, want, how can we help you?” The more people get involved, the more they want to give back. Pril suggested a lasagna kickoff dinner and that we tout the things we do in a display. Lelia mentioned a newcomers dinner a long time ago that helped people get to know one another. Bob Hagen said he loves the cover letters on stewardship. Tom said that unfortunately visits do work, and Pril said people do need to know what is needed. Suzanne suggested the church have meals for kids coming from skiing on Friday afternoons as a great fundraiser.

There was mention of the By-laws needing to be changed ultimately to reflect the newly configured Welcome and Fundraising committees. It was felt we could leave the By-Laws as they are for now as we try out the new structure.

Joyce gave kudos to the nominating committee. There was applause for Jean Wolstenholme, who has stepped off the committee after three years.

There was a thank you and applause for Jennifer Loros, who has stepped off the Sanctuary committee after many years.

There was a round of thanks and applause for Charlie for leading the meeting,

Russ Vaughan moved we adjourn, Bev 2nded, and the motion passed unanimously.

Respectfully Submitted, Eleanor Zue, Clerk

Special Meeting of the Congregation, Sunday, April 27th, 2008

Present: Alice Pierson, Marianne Barthel, David Barthel, Tom Kinder, Jill Brooker, Chuck Surat, Bill Thrane, Beverly Vaughan, TerryBarker, Lelia Mellen, Fran Haugen, Helen Mac Lam, Nancy Hughes, Jim Hughes, Genie Braasch, Bill Braasch, Sherry Merrick, Jennifer Loros, Karen Flett, Jay Dunlap, Mary Chin, Ray Chin, Susan Kowalsky, Doug Miller, Joyce McKeeman, Lilla Willey, Pril Hall, Norm Marshall, Janet Cobb, Jean Wolstenholme, Mel Clouser, Charlie Buttrey, Scot Zens, Robin Osborne, Eleanor Zue.

The By-law change was presented as stated in the warning: “Article XIII, Section 5 “Upon the dissolution of this congregation as a legal entity, all its assets are to be distributed according to state and federal statutes applicable to tax-exempt organizations. Recipients may include, but not be limited to, another tax-exempt congregation or body of congregations such as the Vermont Conference of the United Church of Christ”.

Jay moved, and Jean 2nded, that we approve the by-law motion as presented. The motion passed unanimously.

The DOV Mission Statement and Five Year Plan were presented by the DOV (Defining our Vision) committee members present: Charlie Buttrey, Lilla Willey, Scot Zens, Robin Osborne and Tom Kinder. After brief discussion, Pril moved, and Helen 2nded, that the congregation adopt the plan as written, and the motion passed unanimously. There followed discussion of a possible “tag line” or motto that might be used to characterize the church in very few words, but none caught on among a majority of those present, and the idea was tabled for further thought in the indefinite future.

There being no other business to come before this meeting, it was adjourned at 11:40 a.m.

Respectfully submitted, Eleanor Zue, Clerk

Special Called Meeting of the Congregation, Sunday, June 29th, 2008

Present: Doug Miller, Moderator, Chip Cole, Scot Zens, Chrissie Robinson, Joyce McKeeman, Hap Johnson, Pril Hall, Lilla Willey, Alice Pierson, Helen Mac Lam, Genie Braasch, Bill Braasch, Walter Frey, Anne Frey, Jim Hughes, Nancy Hughes, Bev Vaughan, Nancy Devor, Sherry Merrick, Valerie Miller, Bill Thrane, Janet Cole, Ellie Marshall, Susan Kowalsky, Ray Chin, Mary Chin, Rik Fowle, Bob Wells, Eleanor Zue, members, Rhonda and Keith Myers, guests.

The meeting opened with a reading of the new church Mission Statement and the Open and Affirming Covenant.

Pril Hall led the discussion of the first item on the warning, "Shall the congregation vote to support the Vermont Freedom to Marry Resolution?" summarizing the events held this year in celebration of the 10th anniversary of the church vote to become an Open and Affirming congregation. Bill Thrane moved, and Lilla and Joyce 2nded, the question as presented. There was little discussion and the vote was unanimous in favor of the motion. Nancy Devor thanked Pril for her leadership, and applause followed. Pril thanked Joyce and Linda Weiss, who was not present.

Doug read the second article on the warning, "shall the congregation authorize the Trustees of the church to offer the Parsonage for sale and to sell the property, provided that the net proceeds after realtor and any other fees is at least \$300,000", saying it was about process as much as product. He invited Chip Cole, trustee, to present information regarding 6 options the trustees have explored, from renting the parsonage with necessary repairs and lead paint replacement, to selling it. He spoke of the advantages and disadvantages of having a parsonage for future pastors in the long term, but noted that with mobility issues, and the fact that many if not most pastors prefer their own house to a parsonage, it is not a given that the parsonage would be an attraction to a future pastor.

Financial issues were presented. We are now getting \$1000 of rent, below what the parsonage rented for last year. The property tax is about \$6,600 per year, and there is mowing and plowing, in addition to other maintenance that comes out of the income, so that perhaps \$3,000 is cleared. The original assumption was that the parsonage rental would cover Tom's housing allowance of \$12,000 per year, but even if rented year round, it is inadequate. If the parsonage were sold and \$300,000 were netted, the sustainable draw from investing that amount would be about \$12,000 and would cover the housing allowance.

Chip said they need to get more appraisals, perhaps pay an appraiser who is not a real estate agent and is disinterested in the outcome. It was suggested it be listed as high as \$500,000. Chip said the minimum is just that, and he expects the listing and the purchase to be for considerably more than that. Lilla urged that we remind ourselves that it is a very valuable property, and once it is gone, it is gone, though she agrees that we probably need to sell. She feels that putting a lower limit on the motion is a mistake, and that we need to get as much as we can for the church.

Doug said the motion can be amended, and urged the trustees to obtain a professional appraisal, which depending on what it is worth, will affect the timing and how we sell it.

Hap said because of the current market it is probably a less prudent time to think of liquidating.

Chip talked about the lead paint liability and the fact that it is out of compliance with VT law. The trustees have not priced the cost of lead paint abatement.

Genie asked if there is a zoning requirement that it be a residence, or might the church make other or mixed use of the building perhaps related to the church's mission. Could we reconfigure the model? Valerie said that when she was a trustee this was discussed. The zoning would require an appeal. If we make money, say have a lawyer, doctor or psychologist, the taxes go up.

Chip said the kitchen and bathrooms need redoing.

Valerie pointed out that the VT Conference now is recommending that if a pastor is given a parsonage, that the church also contribute money to the pastor toward future equity in housing.

Bev asked if there is an asbestos issue. Hap said they removed that some time ago.

Chrissie said she spoke with a pastor in a parsonage in NH for his take on churches having parsonages, and he said living in a house owned by one's employer is not ideal, but that he couldn't afford to live in the community otherwise.

Bob Wells said looking at the current market, and where it might be 6 months or a year from now, it is realistic to suppose it will continue to go down, and he thinks we couldn't get \$400,000 any time soon. He said the windows leak anyway, and if they contain the lead paint, replacing them would be a major improvement (for heat loss as well as the safety issue). At \$600 to \$800 per window, it would cost more than \$50,000 for such improvements as would be needed.

Chip said it is a matter of where we put our emphasis. The church itself needs a lot of work.

Bev said this is not the 1st time people have been in favor of selling. If we again decide not to sell, it isn't fair to expect the trustees to keep managing a building that we can't afford to make rentable.

Pril said she is in favor of selling, though she wouldn't be if we had all the money we wanted to. Her pastor uncle has said that his experience caused him to prefer not to live in a parsonage again.

Eleanor wondered whether rather than just the trustees, a committee could be appointed that would focus on the parsonage and include some trustees but take some of the burden from the trustees.

Hap said he felt the parsonage is a "blue chip" holding, very unique and valuable, and he would volunteer to be a liaison with tenants, work with the trustees on needed improvements, etc. He knows the building quite well, though not recently.

Doug said there is not anything in the budget for lead paint abatement and that it would compete with paint needed on the church itself.

Rik recommended that there be first a decision to sell, then a separate decision on what terms.

Chip said you can't separate the issues of whether to sell and the terms.

Scot said if part of our motive is financial, it shapes how we think of this decision. He is concerned that we risk turning a valuable asset into liquid form that wouldn't be used to serve the church as a church with a mission.

Valerie thanked Hap for his suggestion. She reminded us that Tammie Patten had said she would not serve as a trustee unless the parsonage was sold, because she lost sleep over things that could go wrong or hurt people living there. We need to look at our mission as a church and see if the parsonage is in it.

Sherry urged considering new uses, such as senior housing, which could be part of our mission as a church. Maybe we could get a group like Habitat to help with repairs, and there could be community

donations.

Rik said he is not nostalgic about the parsonage, and is more focused on stewardship of resources including money. He can not see another capital campaign for a while, and thinks the parsonage is a weight around our necks.

Bob said this has been a good discussion, and wanted to review the motion. He wanted to be sure the money from the sale could not be used in the general budget, but only for housing allowance.

There being no motion on the floor, Bev moved, and Fran 2nded, the motion as printed in the warning.

Joyce raised the idea of the church holding the mortgage, considering the advantages of more money over time. If the purchaser ever sold it, the church could have first refusal. Doug said there is loss of interest and risk of default. Rik said in 2 or 3 years the church would need major funding for DOV goals, and mortgage holding would not produce major funds in that time frame.

Hap said \$300,000 is insufficient. He said if we were not feeling great pressure we could hold on or ask \$1 million. The purchaser would probably tear down the house. He felt that announcing the \$300K bottom price would be detrimental to obtaining the best price.

Doug said that as a builder, the property is very valuable and a purchaser might well buy it and gut the house. It is worth getting an appraisal, and there is nothing wrong with putting it on the market for 6 months for a high price.

Rik offered an amendment to the motion, to put a period after “property”, eliminating the part about the price. He said we need to trust the trustees who are doing the work, and they can get others involved. They need to do more research.

Pril 2nded the amendment. Chip said that takes needed clarity away. Rik wondered about changing the minimum to \$400,000. Valerie suggested instead of a figure, the motion stipulated getting an independent appraisal and talking to more than one realtor, and keeping the congregation apprised.

There was a motion to call the question. There was a vote on the amendment, which failed by show of hands.

Bev offered an amendment “shall the congregation authorize the trustees to appoint an ad hoc committee to assist in offering the parsonage for sale and to sell the property, provided that the net proceeds...etc.” Eleanor 2nded. Doug asked if anyone was interested in being on such a committee. No one volunteered. Bev withdrew the motion and Eleanor likewise.

Anne called the question. Nancy Devor 2nded. The vote was taken on the original motion as printed in the warning. Several people had left before the vote: Susan, Hap, Joyce, Ray and Mary Chin. The vote was 16 in favor, 1 nay, 1 abstention. The motion passed. Fran offered thanks for the work involved.

The meeting adjourned at 12:55 p.m.

Respectfully submitted,

Eleanor Zue, Clerk

Special Meeting of the Congregation, November 9, 2008

Present: Jay Dunlap, Moderating, Alice Pierson, Lilla Willey, Nancy Kilgore, Anne Frey, Norm Marshall, Jess Kilgore, David Barthel, Marianne Barthel, Meg Darrow Williams, Ben Williams, Ray Chin, Mary Chin, Jean Wolstenholme, Fran Haugen, Terry Barker, Rev. Tom Kinder, Doug Miller, Lesley Wellman, Helen Mac Lam, Sherry Merrick, Christine Robinson, Scot Zens, Jill Brooker, Pril Hall, Jennifer Loros, Joyce McKeeman, Chris Levey, Janet Cobb, Patricia Norton, Eleanor Zue, members; and ten+ friends and visitors.

Jay opened the meeting immediately following worship. The first item to be presented for discussion was Article XI, Section 8 of the By-Laws: The proposal was to amend the section to add “The call shall state the purpose of the meeting and, **for members with email capability, shall be emailed to the last known email address. For members who notify the Clerk stating a preference for surface mail, or for members unable to receive email, the call shall be sent by surface mail** to the last known address.”

Pril moved that we approve the amendment as printed. The motion was 2nded.

Discussion: A question was raised as to whether there is a way that the church would know if an e-mail message did not reach the person. Could the e-mail be structured to request a return message indicating that it was received? It was pointed out that there is no way to keep track of the responses, so that wouldn't be workable. Following brief expressions of support, the motion to approve this amendment was passed unanimously.

The other part of the meeting was devoted to discussion of a request submitted by the Board of Deacons to place a rainbow flag symbol, approximately 4"x6", close to the phrase “Open and Affirming” on the sign on the front of the church.

In presenting the background for this, Pril said she has a friend at work who didn't know that this was a gay-friendly church even though she passes by regularly. “Open and Affirming” isn't necessarily meaningful to other than UCC people. She said we need to do more to be welcoming especially in light of the vote in California in favor of Proposition 8, making marriage restricted to heterosexual couples only. Rik Fowle had written a letter in opposition to the idea, because he felt it detracts from the simplicity of the façade of the church, and wished for another opportunity to discuss this request. Lesley said she appreciates Rik's participation, and it is important to hear from all concerned, but that this is about helping people understand what they could get out of coming here. Susan said that as chair of the welcoming committee, this is the least we could do to make everyone feel welcome.

Jennifer said we also need to indicate with the small ADA symbol that we are handicap accessible, and that needs to go on the sign out front as well as on the front pew space. Marianne thought it should also go on the website. There was general agreement.

Jay said this is not like a by-law change, and can be readdressed as time goes on. The Deacons will be anxious to hear from anyone who has an opinion on this. Most raised hands in approval, though no vote was taken.

The meeting was adjourned so that people could enjoy celebratory chocolate cake and other refreshments.

Respectfully submitted, Eleanor Zue, Clerk

Pastor's Report

There were reasons why 2008 should not have been the best of years for our church. On New Years Day we were looking at a large deficit looming ahead. The Pastor was scheduled to be absent on sabbatical for sixteen weeks. We could not see it at the time, but the worst economic crisis since the Great Depression had already begun—hitting full force for all to see later in the year. We would go through a period of record high fuel prices and a budget-busting number of snows requiring plowing. Some bulwarks of our congregation for decades would move away.

We had a number of things going against us, which makes the following list of accomplishments and activities all the more remarkable. Instead of having one of the worst years, in many ways it was the best. Adversity brought us together and drew from us more than we knew we had in us. The spirit of love and support and the commitment to Christ's way continue to make our community a source of comfort and strength.

What follows is only a partial list of what happened in 2008.

First, consider all the records we broke, despite the deficit we still faced in early January and the financial crisis that hit in the fall: record breaking special gifts and annual pledges so that by the time of Annual Meeting we were looking at a balanced budget for the first time in living memory; record breaking fund raising events thanks to the outstanding leadership of Susan Kowalsky; record breaking contributions to the Floyd Dexter Community Service Fund (to support the most requests for assistance that our Calling and Caring program has seen, handled gracefully by Eleanor Zue); record breaking funds raised by the Crop Walk, organized by Bob Hagen; a record breaking Top of the Hill Sale run by the Ladies Benevolent Society; and a record breaking Neighbors in Need offering sponsored by our Mission Committee as the bad economic news was piling up this fall.

In addition, our congregation gave extremely generously to other causes, including the support of a young woman named Valentina Iribagiza who spoke movingly to us on World Communion Sunday. Valentina is a survivor of the Rwandan genocide who is studying in this country in the hope of returning to contribute to the peace and well being of Rwandans. We also supported a health clinic in a terribly underserved area of Indonesia. Some of us, including members of the Youth Groups, helped the organization Willing Hands harvest vegetables to be distributed to food shelves. Some among us began a prayer shawl ministry.

We expressed our generosity of spirit and commitment to Christ's work in the world in many other ways, as well. During the Sabbatical time we welcomed Rhonda Meyers as interim minister. Rhonda had just graduated from Andover Newton Theological School. We supported her as she took the helm of a pulpit for the first time. We had recruited her particularly in the spirit of a Vermont Conference UCC resolution urging churches to counter racism in Vermont by hiring clergy of color. Rhonda hosted a series of well-publicized discussions on race, bringing the topic to the community's attention. Her contributions were greatly appreciated and she received much love and support.

We engaged in other activities to try to shift our society in the direction of God's realm as we understand it through the teaching and life of Christ. During the celebration of our 10th anniversary as an Open and Affirming congregation Deacon Pril Hall, Joyce McKeeman, Linda Weiss and others organized educational events and discussions on the freedom to marry, including a talk by Beth Robinson, a leader of the effort that led to Vermont's civil union law. The discussion spanned two months and culminated with a congregational vote in the summer to endorse and promote marriage equality. In the fall the congregation supported the proposal to put a rainbow flag symbol on the front

of the church, as well as a handicap accessibility symbol. Meanwhile, the Deacons have continued to offer help to other churches that are considering becoming Open and Affirming.

In December the Mission Committee sponsored two events: a celebration of Grace Paley's birthday by reading poems and writing letters to representatives on issues of peace and justice; and a showing of the film *What Would Jesus Buy?* followed by a discussion of how we can counter the consumerism and commercialism that dominate our society and its celebration of Christmas. The Mission Committee also put up a bulletin board for peace and justice information in the hallway by the kitchen.

In the early part of the year we offered a series of films and speakers on environmental and peace issues. In the last part of the year members of our congregation led two house meetings on health care reform on behalf of the incoming Obama Administration.

We had several experienced teachers leading our programs with children and youth, with an enormous amount of planning, organizing and teaching provided by Committee Chair, Bob Hagen. The programs had many successes despite the increasing difficulties posed by the busyness of children and parents. The Committee for Youth worked hard to develop a flexible, diverse curriculum and has offered coaching and support for teachers with less experience. One of the most moving moments in worship all year was a video presentation on the courage of people in our congregation that the children put together with superb adult help, especially from Ray Chin. Another highlight was Laura Shepard's adaptation of the Little Drummer Boy story as the pageant. The Youth Groups were blessed by Jean Gerber's gentle and wise leadership, taking them into corners of the Upper Valley and into other faith communities that they might not have explored otherwise. Another outstanding confirmation class had its first meeting this fall.

We also had many classes for adults. We continue to be blessed by the teaching of the Rev. Dick Devor, who is not only a long time pastor but also a scholar and former seminary professor. He taught a course early in the year on the Book of Job. Jean Gerber offered a well attended world religions class. The Rev. Nancy Kilgore continued to offer classes on mindfulness-based prevention of depression. We had a course on climate change and another on centering prayer.

The arts also continued to play a major role in the life of the church. Once again this year many services included original musical compositions or hymn texts by a variety of congregation members. We had the first annual Good Friday viewing of a filmed performance of Bach's St. Matthew Passion. The Thetford Chamber Singers celebrated their 30th anniversary with another pair of outstanding concerts in our sanctuary. The first issue of Bloodroot Literary Magazine featured several writers from our congregation and celebrated with an evening of poetry, fiction and music in the Newcomb Room. The Music Committee launched an effort to replace the piano in the sanctuary with another concert-quality one that we would buy or receive as a donation. Patricia and the choir were sources of great joy.

The church continued to laugh together. The Stewardship Dinner was an evening of much hilarity, which is fitting—we are called to be joyful givers. We gathered for many celebrations. Besides the 10th anniversary of becoming Open and Affirming, we celebrated the conclusion of our Open to All campaign that built the Janet Frey Harte Wing and made us accessible to all. We had a celebration of gratitude and hope in the midst of the economic collapse in the fall. We celebrated Alice Pierson's 90th birthday. The Rev. Dick Devor officiated at a summer service on the green called the Blessing of the Beasts, well attended and enjoyed by human and animal alike. We also hosted the fall meeting of the Grafton Orange Association of the United Church of Christ.

The Trustees continued to work hard to maintain both the church and the parsonage. This summer they

led the church to take the step of putting the parsonage on the market—the culmination of years of anguish, frustration and much careful research and analysis. This fall they made a great improvement in the appearance of the church with new shutters.

The Pastoral Relations Board also suffered some anguish and worked hard behind the scenes to make the sabbatical time pleasurable and fulfilling for the rest of the congregation. They continue to work with me to try to figure out what it means to say that I am a 2/3rds time pastor. They deserve much thanks.

We could not have done all the above without the support of the many unsung volunteers and part-time staff who work behind the scenes, people like Administrative Assistant Terry Barker, Treasurer Doug Miller, Building Use Coordinator Valerie Miller, Sanctuary Committee Chair Janet Cobb, and many others.

Last but by far not least, 2008 saw the unanimous adoption of a strategic plan for the church. Moderator Charlie Buttrey led the Church Council's planning group (Defining Our Vision or DOV) with great wisdom, sensitivity and humor. We now have a Mission Statement that makes clear what we feel called to be and do as a congregation. We have a Vision Statement that describes what the church would look like if we lived out our Mission over the next several years, and a long list of objectives and goals to help get us there. Twenty-four of those goals have had some activity since we passed the plan at the end of April. The Pastoral Relations Board added another useful dimension to the plan this fall by proposing that the Church Council oversee a needs and resources assessment—a process of asking ourselves: 1) what we need in terms of time and money to do all we are trying to do; and 2) whether we can muster the resources to do it all, or if we need to scale back on our plans. We hope this analysis will help us use the resources we have more wisely, and will prevent burnout and the disappointment of unrealistic expectations.

This long, impressive and incomplete list of all we did in 2008 would be nothing without the warm care and support of the loving community here. That is what Lesley and I missed most during the sabbatical. We were overjoyed to come back home to you in the fall. I thank you with all my heart for all you are and all you do.

Pastor Tom Kinder

Moderator's Report

'Tis winter now; the fallen snow
Has left the heavens all coldly clear;
Through leafless boughs the sharp winds blow,
And all the earth lies dead and drear.

I thought of the first stanza of Samuel Longfellow's words as I began to write this report. It is fitting, I think, that I write this in the midst of a literal and figurative winter. These are difficult times for many. People are anxious as the reality of the deepening recession hits home. Yet, every Sunday, we reaffirm that the light shines in the darkness, and the darkness did not overcome it.

Winter may be dark and cold but it is a time when, unseen by human eyes, nature is preparing to regenerate itself. The snow will melt, the first fronds of new growth will emerge from frozen ground. New generations of robins will return to nest, wide-eyed fawns will cautiously poke their noses out of the woods, peepers will sound their timeless mating calls. Similarly, the darkness of these difficult economic times will slowly lift as a new energy takes hold across the country.

To some extent, we should rejoice in these difficult times, which provide us with the opportunity to reflect on and appreciate our good fortune, and which lead us to open our hearts to those in our congregation, in our community and throughout the world who suffer irrespective of the state of the national economy. This church has survived extraordinarily difficult times in the past and has emerged as a stronger and more vibrant force for spiritual nurture and growth, and for peace and social justice.

In his "Address before the Wisconsin State Agricultural Society" in Milwaukee on September 30, 1859, Abraham Lincoln said: "It is said that an Eastern monarch once charged his wise men to invent him a sentence, to be ever in view, and which should be true and appropriate in all times and situations. They presented him the words: 'And this, too, shall pass away.' How much it expresses! How chastening in the hour of pride! How consoling in the depths of affliction!"

And though abroad the sharp winds blow,
And skies are chill, and frosts are keen,
Home closer draws our circle now,
And warmer glows the light within.

Yes, we can.

Charlie Buttrey

Clerk's Report

Baptisms

Vincent Ignacio Levey on April 20, 2008

Son of Barbara DeFelice and Chris Levey (born on July 28, 2002)

Weddings

Robin Osborne and Mark Pichette May 10, 2008

Deaths

Christine N. Warner April 15, 2008

Billy Chirbas December 25, 2008

Memorial services were also held in the church for:

David Bradley (2/22/15-1/7/08)

Alison Bozorth Fowle (10/20/27-3/12/08)

Joan Luikart (September 2008)

Treasurer's Report for 2008

“If I read the temper of our people correctly, we now realize as we have never realized before our interdependence on each other; that we can not merely take but we must give as well.”

Franklin Roosevelt at his first inaugural, 1933

We experienced somewhat of a miracle at the end of 2007 when a surge of pledges and gifts put us over the top in achieving a proposed balanced budget for the first time in memory. What a great way to begin the year!

Giving did not end there. In the course of the year we received \$1200 toward Rhonda Myers' tenure with us while Tom was on sabbatical; \$550 was given toward Jean Gerber's position as Youth Minister; LBS gave the church \$2300 toward the cost of redoing our kitchen; \$9000 was given anonymously toward bringing our church shutters back to their former glory (undertaken largely by Bill Braasch). A grant of \$2959 was given by the Vermont Community Foundation, which, along with a previous grant from them, made it possible to complete payment for the total cost of the shutters. Pompanoosuc Mills donated \$4905 worth of new furniture for our Pastor's office. An oil & gas lease from mineral rights given to the church many years ago by someone now lost to our collective memory yielded \$4959.50. I hope that you will forgive me for not mentioning everyone who offered gifts by name. I have chosen for the most part to treat gifts as anonymous unless I know that it is wished otherwise. To all of you who have given so much of your time and treasure I can only offer you my heartfelt thanks for making the work of our church possible. Note, too, that none of this includes the many gifts given to the Floyd Dexter Fund and Special Collections (see Eleanor's report for that).

Going a bit in the other direction, by the end of January our entire budget for snow plowing was spent. Our oil budget was overspent by nearly double (thankfully we didn't pre-buy this year). Then there was our free fall into a recession that left many of us watching our investments (including those of the church) lose a great deal of their value. Many, if not all of us, have been affected by the downturn in the economy.

We didn't quite make it to a balanced budget at year's end, but we came close.

What follows is an overview of our accounts at year's end:

ACCOUNT BALANCES, EXPENSES, AND INCOME					
Account	Begin. Bal 1/1/08	End Bal. 12/31/08	Expenses	Income	Notes
Checking	\$13,784.02	\$9,081.70			See note 1
Francisco	\$2,088.08	\$2,625.16	\$90.00	\$500.00	See note 2
Hot Box	\$812.50	\$497.40	\$596.10	\$281.00	Expense amount to COVER
UCF General	\$218,850.03	\$171,191.40	\$4,150	-24.54%	See note 3
UCF Named (Fletcher Fund)	\$14,579.87	\$10,479.17	\$1,510.50	-24.54%	See note 3
Capital Campaign Fund	\$3,000	\$100	\$6850.00	\$3950.00	See note 4

Note 1: Checking end balance includes \$1300 in pre-paid Gifts/Pledges for 2009. See Budget part of Annual Report for details on Expenses and Income.

Note 2: Interest from the Consolidated Accounts is also placed in this sub-account.

Note 3: UCF year end balances for 2007 were corrected by the UCF on January 23, 2008, which is why they differ from the ending balances listed in the 2007 Annual Report. This also lowered the percentage of the yield for last year.

Note 4: In 2007 \$3000 had been mistakenly moved to a sub account for a gift to the Pastor's Office. This money had actually been "spent" in 2005 when it was moved to the Capital Campaign Fund. When the error was found, the ending balance of \$0 shown in the 2007 Annual Report needed to be changed to the returned amount of \$3000 (which was ultimately used for operating expenses in 2008). 2007 expenses for the Capital Campaign Fund should have thus read \$3000 lower, or \$13,103.67.

I may start a Treasurer's "tip of the week" in the BIG NEWS some day...

#1. Did you know you can write your checks to the church to "FCCT"? (This is especially useful to those frantically writing their check while Bill Thrane is standing there holding out the collection basket).

#2. Did you know that the Floyd Dexter fund is managed by the Calling and Caring Coordinator? It is most helpful to write separate checks when wishing to give to the General Fund AND the Floyd Dexter Fund. They are actually held in different banks. Not that we can't sort these things out, but it is somewhat complicated.

Stay tuned for more of these tidbits.

Finally, as a result of meeting with Keith Merrick, who is the bookkeeper at Thetford Academy, I hope to continue my battle with the QuickBooks software, through study, and to meet with Keith over the course of 2009 to monitor progress in improving our program of record keeping. Keith gave me some helpful suggestions about how to proceed, and I welcome assistance from any of you familiar with QuickBooks software. For now, the plan is to incorporate all of our assets (including our investments) into the QuickBooks program and to reformulate how some things are recorded so that they are more easily organized into reports. Some Powder Milk Biscuits may be in order!

I want to carry you
and for you to carry me
the way voices are said to carry over water

...from the Billy Collins poem "Carry"

Blessings to each of you in the year ahead.

Doug Miller, Treasurer

Budget Report

The budget process is always challenging but is especially so this year. The value of the church's investments has declined and the sustainable income from these investments is lower than in the past. Members' finances are under strain so that pledging is down from 2008 (although still the 2nd highest year in the history of the church). Until the parsonage is sold, we will have no income from it. These challenges make balancing the 2009 budget extremely difficult. The Church Council has met three times in recent weeks to discuss the budget. At the final January 8th meeting, the Church Council decided to present three illustrative budgets for consideration. The spreadsheet version of these budgets is included in this Annual Report. The congregation will have the opportunity to start from any of the budgets and amend any budget line at the annual meeting. Here is an overview of the three budgets:

- Budget A includes no program cuts from 2008, but does not include cost of living adjustments for any staff. The Vermont Conference recommends a 2.6% adjustment. Not including this adjustment is, in effect, a cut in real earnings. The cost of minister compensation would increase by about 1% due to health insurance costs. Budget A has a deficit of \$20,000. Including cost of living adjustments would add \$2,000 to the deficit.

• Budget B cuts \$8,000 in spending from Budget A, leaving a \$12,000 deficit. A possible justification for a \$12,000 deficit is that the expected sustainable draw from investing the proceeds from the sale of the parsonage is \$12,000 per year (4% per year of \$300,000), so that this level of spending would be sustainable after parsonage sale and investing the proceeds. The Budget B cuts include:

- cutting Minister's time/pay from 66.7% to 65% - \$1,500
- cutting Minister's professional development in half - \$250
- cutting budget for substitute ministers - \$700
- cutting funds for coffee hour snacks - \$200
- eliminating contributions to seminaries - \$300
- cutting Minister of Music time/pay by 10% - \$900
- eliminating Minister of Music professional development - \$400
- eliminating new music purchases \$250
- eliminating budget for substitute organists - \$300
- cutting Calling and Caring Coordinator time/pay by 20% - \$500
- eliminating the Youth Minister position - \$1,500
- eliminating child care - \$1,200

• Budget C achieves a true balanced budget by reducing the Minister position from 2/3 time to 1/2 time. This would save an additional \$13,500 beyond the \$1,500 cut in Budget B.

Submitted by Norm Marshall, Chair of Board of Trustees

2009 Budget Proposal

Please see appendix A on page 33.

Reports from the Boards and Committees

Board of Deacons 2008

The Deacons are responsible for oversight of the spiritual life of the church. On a more practical level, each Deacon covers the "Deacon on Duty" role two months of the year, finding scripture readers, ushers, candlelighters and seeing to related logistics, including the busy seasons of Christmas (Advent wreath lighters, Christmas Eve ushers, signboard and the like) and Easter (sunrise service, refreshments after sunrise service, Tenebrae, signboard etc.) We also meet monthly. We have been co-chaired this year, sharing the load, with Pril Hall leading our meetings and Valerie Miller serving on the Church Council.

We spent the first meetings of the year reviewing and revising and committing to our responsibilities in the DOV plan. From there, we moved right into our first DOVcharge, to organize educational

programs on Freedom to Marry, and sponsor discussion and a meeting and vote on whether our church would formally support the Freedom to Marry Resolution. This effort was sponsored by the Deacons but enthusiastically aided by Joyce McKeeman and Linda Weiss. Beth Robinson, a lawyer from Freedom to Marry, spoke at one gathering, and we showed two films in the spring. In June we held a formal warned meeting and the congregation voted to support the Resolution. Later in the year, we asked for support to display a small rainbow flag sign on the front of the church, to clearly identify our ONA welcome to those who might not know what ONA means. This gained support and was carried out. Lastly on the topic of ONA, we again contacted both the VT and NH conferences to offer our help for other churches considering becoming ONA. Although NH particularly expressed interest in our help, they have not gotten back to us so far.

We worked with Calling and Caring throughout the year, reviewing and approving financial requests with Eleanor Zue and Bev Vaughan. When Tom was preparing for his sabbatical, the Deacons divided up some of the Calling and Caring responsibilities (such as rides or visits) to assist with coverage in his absence. This has worked well and we continue to assist in this way.

Other topics discussed and acted on included review of Safe Church brochures and practices (recommendations made to the Youth Committee), a decision to advertise the church on the ValleyNet website, efforts to make audio headsets available at church (little used to date), and renewed delivery of tapes to individuals who cannot attend church.

We are currently working on a standard publicity plan for church events, and Scot Zens (leading that effort) is also hard at work on a more stable and easy-to-use signboard. Additionally, we are talking with Tom and the Church Council and Pastoral Relations Board on the issue of Tom's effort to work 2/3 time and what that means for us. Prior to annual meeting, we will be meeting to discuss responses to 4 questions on this topic circulated by Church Council.

Two DOV Deacon charges for this year are yet to be accomplished. The first is asking Jody Harvey to hold care giver training, which we hope to re-address in the coming year. Second is the involvement of the Youth Groups in the Calling and Caring program, which we also will continue to pursue.

Our meetings have been held expeditiously and with a sense of humor, both traits Tom reminds us to strive for at the start of our gatherings. At the end of January, Pril Hall will be finishing her 6 year stint, and we are happy to have Anne Frey coming on after Annual Meeting.

Please feel free to speak with any of the Deacons if you have thoughts or concerns to share about worship and church programs that do or could feed your spirit and refresh your soul!

Pril Hall (Co-chair)	Bill Thrane	Bev Vaughan
Valerie Miller (Co-chair)	Jay Dunlap	Scot Zens

Board of Pastoral Relations

This was a year of challenges for the Pastoral Relations Board.

The biggest challenge by far was providing ministerial coverage during Tom's sabbatical. We were lucky that Helen MacLam's idea of arranging for a person of color to fill in for part of the sabbatical manifested in Rhonda Myers being with us for ten weeks. Because we have limited financial resources available to bring someone in from out of our area, the fact that Rhonda was willing to commute from her home in Greensboro, Vermont helped us out a great deal. An ongoing concern for the Pastoral Relations Board is to have in place long before the next sabbatical financial resources necessary to hire

a qualified minister. We were quite limited because we were working with a very small budget. During those weeks that Rhonda was not available, the Board tapped both lay and clerical members of our congregation to fill in. Our grateful thanks to everyone who preached or organized a service

The other issue—which has arisen many times in the past—that took up an inordinate amount of time and attention was working with Tom to reconcile his desire to work only two-thirds time and the reality that being a minister can swallow as many hours as one chooses to let it. Tom has always had the full support of past Boards as well as the Deacons to structure his time in such a way so as to stay within a proscribed number of hours. Tom's love for the church and his own high standards have always meant that it is difficult for him to self-limit. Various new and creative scenarios were examined but each eliminated as unpractical.

Our current solution is to continue to urge Tom to limit his hours even though this means that some church work will go undone. We are also asking the Church Council to participate in determining whether the DOV plan commits the church to do too much when Tom's limited number of hours is considered, and when many members of our congregation feel tapped out themselves. At this writing that determination is ongoing, although we may have something intelligent to say on the matter by Annual Meeting.

Lastly, the Board wrestled with the pastoral compensation package. The Board uses the Vermont UCC Conference guidelines for a church of up to 150 members when setting our minister's salary. The salary we currently pay is about 135% of the maximum salary for a 2/3 time minister. This also works out to about 80% of maximum for a full-time minister. Although we acknowledge that Tom serves this church very well, we did not think that our budget and the difficult economy for 2009 allowed us to increase Tom's salary for the coming year. Our recommendation to the Trustees was to keep Tom's compensation at the same level except for increases in health insurance premiums that are beyond our control.

On a concluding note, we bid a tearful goodbye to Doug Miller who has served this Board faithfully but, as of Annual Meeting, will be able to remove one hat from the several he wears for the church.

Respectfully submitted, Joyce McKeeman

Board of Trustees

The Trustees are charged with the care of custody of the church and the parsonage, opening and closing the church for Sunday services and special events, drafting budgets, and monitoring income and expenses. The Board of Trustees worked together cheerfully and expeditiously in 2008 to complete these ongoing tasks.

Despite a number of challenges during the year including unusually high energy costs and plowing expenses, we are more or less on target to complete the year with a balanced budget for the first time in many years – helped by the unexpected receipt of \$4,960 for an oil and gas lease in Oklahoma that has benefited the church periodically over the years. This is a major achievement for the church.

The church's adopted Five Year Plan for 2008 to 2012 includes two major long-term goals that are the Trustees' responsibility. The first is to develop a capital plan for the church's physical plant in preparation for the 225th anniversaries of the town and the church building (2011 and 2012). As a first step on this work, we worked with and received matching fund from Preservation Trust of Vermont to assess the building. We plan to complete the capital budget by the end of April 2009. One major

element of the capital project was completed in 2008. Thanks to an anonymous donor, other restricted gifts, and the hard work of Trustee Bill Braasch, the shutters were replaced and/or repaired and repainted.

The other long-term goal is resolving the question of the long-term disposition of the parsonage. This spring, the Board of Trustees recommended sale, and the congregation approved the sale of the parsonage in a warned congregation meeting in June. Our final tenant moved out at the end of October, and the property currently is listed for sale. We have notified the Town of Thetford Listers that the house will not be rented in 2009, which will save us about \$600 per month in property taxes while we await sale.

We greatly appreciate the dedication of our departing Trustees: John Hanchett who has served for six years and must step down, Bob Wells who is preparing for a period of living abroad, and Chip Cole who is living much of the time on Vermont's western coast.

Respectfully submitted,

Norm Marshall, Chair

Bill Braasch

John Hanchett

Helen Mac Lam

Bob Wells

Chip Cole

Building Use Coordinator Report 2008

The Church Annex and Sanctuary have had increased use this year, both by our Church community, and by the community at large. Our regular church activities have included Choir rehearsals, Prayer of the Heart, and board and committee meetings.

In addition, we have hosted:

3 pot-luck suppers

4 speakers/workshops ~ Thetford Energy Committee, Second Growth, Thetford Historical Society, "Bloodroot" poetry reading

9 films ~ St. Matthew Passion, Freedom to Marry series, Uprooting Racism series, "Gandhi," "Valentina's Nightmare," and "What Would Jesus Buy?"

3 study groups ~ Global Warming (Kowalsky), Bible Study (Devor), World Religions (Gerber)

5 fund-raisers ~ Church Auction, Thetford Hill Fair Cook-out, 3 Soup Sales, and LBS "Top of the Hill Sale," and a Yard Sale to benefit Maple Leaf Day Care

During the week, our regular rentals include three separate AA group meetings (Tues., Wed., Fri.) Thetford Chamber Singers rehearsal, daily Piano Lessons, and Maple Leaf Day Care.

The Sanctuary has been used for:

Thetford Academy winter concert and spring Baccalaureate, hosting the Grafton Orange meeting,

1 wedding, **4** memorial services, **2** student instrumental recitals, **2** Hymn Sings,

and **8** other concerts including: 3 by guest performers ~ Harp Concert, Village Harmony, Concert of Viols ~

4 by the Thetford Chambers Singers, and an evening of performances for "Peace and Protest."

We feel blessed to have our building so used and appreciated, and grateful to all of those who

have contributed to its physical care and financial support. There is concern from this Building Coordinator that we all need to be more mindful of responsible energy use ~ storm windows in place, doors and heating grates closed after use, lights turned off, etc. Let's make this a priority in the New Year!

Respectfully submitted,

Valerie Miller

Report of the Calling & Caring Coordinator 2008

The Calling & Caring program and the wonderful generosity of people in this church have helped us to remain an important source of aid to people in the surrounding community during times of hardship, as well as to people in our church family during times of stress and loss. We have continued our practice of giving funds to our local school guidance counselors to enable them to help students in needs of small items, perhaps glasses or clothing, or something needed that their parents couldn't afford. We also provide funds to Safeline, Inc, the organization that provides legal help and counseling and support to women in abusive relationships, which they use to help with transportation to court or other appointments.

In our community, the financial need of families with a parent laid off or disabled or ill or injured, for rent, heating or utility help, gas for their car, medical or pharmacy bill help, has been more acute than usual. The amount we have been able to provide through the Floyd Dexter Fund for such needs is remarkable indeed. We have helped more than 30 households, mainly families with children or disabled adults by paying healthcare bills, fuel and utility bills, landlords, or for temporary housing in motels or campgrounds while they find more permanent housing. Some of the money has helped people in our church family pay for needed help, and in one special effort, \$3000 was raised from about 15 church families to help a young man pursue important vocational training, who otherwise would have had to borrow \$7000 against his future as an electrical lineman. Robert Bryant led that effort and got a grant for \$4000 for him. Money was given toward the trip for youth of our and other churches, led by the Norwich church, to N.Carolina to help rebuild a burned church. We provided \$500 toward materials for a ramp for a community member who had a stroke, while a church member also volunteered many hours in the construction of the ramp and other improvements for accessibility.

The Floyd Dexter Fund started 2008 with about \$7,800. Gifts to the fund during the year totaled about \$10,200 from numerous donors. Thanks to the donation of plants, money raised through the sale of Easter flowers added nearly \$350 to the fund. This helps us to remember people with cards or flowers at a time of loss or a birthday or at Christmas, and to give graduation gifts to students. The Christmas Eve service is also an important time for donations to the Floyd Dexter Fund, and this year's collection totaled \$1,645. We are ending the year with nearly \$9,000 in the Floyd Dexter Fund, so we can continue to help people through this upcoming difficult economic time.

Approximate Breakdown of Expenditures for the Floyd Dexter Fund:

Pharmacy, medical bills or copays:	\$1,541
Fuel oil, propane	2,159
Utility, phone	933
Rent, mortgage payment	1,121
Food, blankets	350

Temporary shelter	1,029
Gas cards (almost 2/3 through Safeline or the local health clinic nurse)	1,900
Insurance	210
Camp tuition for Conservation camp for 2 boys	400
Miscellaneous: (ramp materials, school or trip-related help to students)	555
Discretionary monies for guidance counselors at local schools	700
Flowers, plants, cards, postage	265
Total expenditures	\$11,163

The Christmas Project, overseen by Roberta Howard at the Thetford Town Office, for the purpose of providing Christmas gifts to children in the area who might otherwise have little or no joy during the holidays, now involves several churches in Thetford. This year, Betsy Johnstone from our church, with the help of Wendy and Emma Wells, and with the generous participation of nearly twenty gift buyers, co-ordinated our church contribution to three needy families' transformation to happiness at Christmas.

The Francisco Fund, established years ago by the late Alice Francisco in memory of her son, Timmy, who died in childhood, has helped two financially challenged families this year to have Christmas gifts. Alice's daughters, Mary Miller and Jane Francisco, continue to take a generous interest in keeping this fund going to help children who could use a boost of joy at Christmas.

Special thanks go to Beverly Vaughan, who now co-ordinates the Deacons and church volunteers in responding to needs for meals, transportation to medical appointments, and occasional chores and other help among the church community. There is a goal in the church 5-year plan to also involve youth in the church with elders in the church community, which has yet to be put together. Thanks also go to Betty Campbell for her loving and cheerful birthday cards and remembrances. It continues to warm my heart to realize how much people in our church do for one another in their daily rounds and on special occasions or in times of stress and illness. My deepest appreciation goes out to all who serve their neighbors in so many ways.

Respectfully submitted, Eleanor Zue - Calling & Caring Co-ordinator

Committee for Youth Report 2008

The committee worked on the three "Youth Objectives" in the Five Year Plan, The General Goals of the Sunday School, and The Philosophy of the Children's Sunday Worship. These documents were available during the teacher recruitment campaign in the fall and are available upon request.

XIV. Objective: To have our Sunday School serve all who attend.

We did offer an informal Sunday School class this summer. This fall we advertised two sections of Children's Sunday Worship, but attendance is sporadic. The average attendance at CSW is 9, with the range between pre-school and third grade. Rebecca entertains between 1 and 3 toddlers and infants in the nursery. There's been discussion about dividing the Children's Worship group, since the projected pre-school to 5th grade numbers did not materialize. There's been a core group of parents who have

been staffing CSW as lead and second teachers, and others who have shared their life experiences and talents with the children. The thrust of the Philosophy of Children's Sunday Worship is to encourage members of the congregation to share life stories that illustrate a virtue, recognizing that children want to hear stories from adults. Both Tom and Charlie sent letters to the congregation encouraging more participation. Examples of sharing included Robin Osborne talking about her experience in Kenya, Jonna Mackin and Tucker Briglin telling the story of Joseph and his brothers using a felt board. Pril Hall promises to lead the children in a stained glass project. There are still openings for lead and second teachers and resource people in the winter and spring sessions.

The youth came out strong for CROP Walk in the fall, and the youngest cast ever put on a cool Little Drummer Boy Christmas pageant thanks to the talents and perseverance of Laura Shepard, Barbara DeFelice and Ken Gleason.

The committee has been charged by the deacons to deal with a safe church policy. To date we have made sure there are at least two adults present at Children's worship and nursery time. Thanks to Doug Miller there are viewing windows on the doors downstairs.

XV. Objective. To have a comprehensive curriculum that can be used by all teachers.

The choice of doing units that follow the church year or using the on-line Whole People of God curriculum is still available. Most teachers prefer WPOG. It follows the lectionary and Tom's children's sermons, and it provides clear explanations of goals and plenty of activities. We've also added a Children's Worship Bulletin that offers puzzles that illustrate the lectionary topic and comes in two age group versions. We hope these make it home and are shared with the family.

XVI. To have strong programs for youth.

Jean Gerber was hired as youth minister in the spring. She contacted our 6th through 12th grade kids and began involving them in planning indoor and outdoor activities. There was a canoe trip and visit to a heron rookery, a field trip on Advance Transit buses to learn about public transportation and the public who use it, a meeting with a Muslim group. Pizza and the movie Godspell was the focus of one meeting. Some of the youth participated in the Willing Hands project at Cedar Circle Farm and Edgewater Farm. There was also some involvement in CROP Walk.

The program encourages and offers community service projects and interfaith experiences, but as with the Sunday School participation is a problem, and scheduling activities for already over scheduled youth is not the answer. Jean recognizes the need for youth to informally gather and discuss common concerns, and she realized that families were interested in being part of the events. The goal for this year is to have a more family oriented program with possibilities such as a book discussion group and a retreat.

We are open to ideas and active support.

Respectfully submitted, Bob Hagen

Delegates to the Grafton-Orange Association and the Vermont Conference of the UCC

For the first time in several years, there have been four delegates from our church to Grafton-Orange meetings, and all four of our delegates went to the Annual Meeting of the Conference. Though our church was to host the Grafton-Orange Spring Meeting, because of a building use conflict, we hosted the fall meeting instead.

The following meetings were attended:

All-Day Grafton-Orange Annual Spring Training, Saturday, March 15th in Lebanon, NH. Workshop choices included Sunday School curriculum with Bob Hagen and Mary and Ray Chin, Church Vitality with Rev. Greg Marshall, Lifting Your Spirit with Pastoral Therapist, Rev. Nancy Kilgore, others on the needs of returning veterans, the Death Penalty, UCC identity, Participatory Worship, etc. Eleanor Zue and Anne Frey attended.

Grafton-Orange Association Spring Meeting, Sunday, April 27th in Lyme, NH. The program included a sampling of the Youth Ministries in various churches, and Jean Gerber, our Youth Leader, spoke about the focus of her program in our church. Attendees included Tom Kinder, Eleanor Zue, Anne Frey and Walter Frey, and Jim and Nancy Hughes.

The Annual Meeting of the Vermont Conference was held in Castleton, VT, on May 29-31. The new Executive Conference Minister, Rev. Lynn Bujnak, was introduced. There were a range of presentations by people from all over Vermont at the two Peace Breakfasts about inspiring mission projects and travels, discussions about race led by a member of the National UCC, resolutions and by-laws to discuss and vote on, and wonderful worship and music. Delegates included Anne and Walter Frey, Nancy Hughes, Eleanor Zue, and Jim Hughes and Helen Mac Lam also attended.

Grafton-Orange Fall Meeting, Sunday, September 28th at this church. Tom led the service with a hymn composed by Nancy Kilgore. The theme of the program was a discussion of the effect on our communities of the current economic downturn, and creative church responses, led by Tom Kinder. Nancy Hughes led a tribute and farewell appreciation for Yorke and Lois Peeler, who are moving to Concord. Our church was represented by pastor, four delegates, and about four guests.

There was a special gathering on Sunday, January 6th for worship and celebration of the the joining of the Timothy Frost United Methodist Church in Thetford Center and the North Thetford Federated Church into one covenanted church body, The United Church of Thetford. Eleanor Zue attended.

Being a delegate is a good way to get to know other churches in our association and more about the Vermont Conference of the United Church of Christ and all it has to offer. Guests as well as delegates are most welcome to attend Association meetings and other gatherings.

Eleanor Zue, Anne & Walter Frey, Nancy Hughes, Delegates

Ladies' Benevolent Society 2008

This was a special year for the Ladies Benevolent Society as two of our members turned 90 years old and one turned 6 years old. We celebrated Nila Swinzow's 90th birthday with a party at Lilla Willey's home (to which Nila brought her own vodka-infused Russian torte!) We celebrated Alice Pierson's 90th birthday with special refreshments after church.

As has been the tradition for decades, we work to raise money to be used for needs of the church as well as charitable organizations near and far. We continue to provide refreshments after memorial services and special events as requested. This year we purchased new Bibles for the sanctuary and will dedicate these to the memory of Lillian Vaughan in the next couple of months. We purchased a buffet for the pie room, which Hap Johnson graciously finished, in memory of Gladys Boyd. We donated a total of \$1100 to the following organizations:

Vermont Food Bank
Visiting Nurses Alliance of VT and NH
Red Cross
Church World Service
Red Logan Dental Clinic
Good Neighbor Health Clinic
Upper Valley Haven

We also gave a gift of \$100 to Adam Fortunati upon his graduation from Thetford Academy.

This year was our 14th Annual Top of the Hill Sale, now our only fundraiser. Many hands transformed the Newcomb and pie rooms into a world class bazaar offering baked goods, seasonal decorations, collectibles, toys, and jewelry. Free coffee and bargains galore made for a festive atmosphere. Miraculously, the rooms were restored to their usual condition afterwards by all the members of the committee and others such as Christina Robinson. Hallie Zens and Jordan Mousley again helped at a table selling school kits which we send to Church World Service. These kits contain essentials like pencils, rulers, paper, etc. for children in countries where these items are not provided for them. Pat Pinder sewed most of the school bags. We realized \$1,230 from our sale—almost exactly the same as last year.

Our name perhaps belies the fact that we are group that is indeed open to all—all ages, both genders. We welcome newcomers who would be interested in participating in our group and are open to ideas for ways we can continue to contribute to the church and wider communities. Our infrequent meetings are known for hearty laughter and delicious food.

Respectfully submitted,
Janet L. Cobb, Secretary

Report of the Mission Committee 2008

During 2008 the Mission Committee sponsored the following presentations and events, open to members of the church and the broader community:

February 3, 2008, Third annual showing of the film "Gandhi"

March 19, 2008 -- Peace vigil as we reached five years of war in Iraq

March 28 - 31, 2008 -- Display of 4000 red flags on the Thetford Center Common -- to commemorate the 4000 US troops killed in Iraq since the beginning of the war.

March 29, 2008 -- Candlelight vigil at the flag display, in memory of war casualties of all nations.

(Note: the 4000+ flags have also been displayed by the UCC Church in Hartland, the Mother's Acting Up Mother's Day rally and parade in Strafford, VT, the Flock summer dance performance in Strafford, VT, and to commemorate World Peace Day by the UCC church in Charlotte, VT.)

**July 13, 2008*, Film and Discussion "Uprooting Racism in Vermont" (2008) -- a video produced by the Uprooting Racism Taskforce of the Vermont Conference of the UCC.

**July 20th, 2008*, Film and Discussion: "Living on the Fault Line, Where Race and Family Meet" (2008, 78 minutes)

**August 3, 2008*, Film and Discussion: "Amistad" (1997)

(Note: the films marked with a * and the discussions which followed were part of a summer series titled "We'll Walk Hand in Hand". These discussions, led by Rhonda Myers, were excellent and productive, as we began to explore what it would mean to identify ourselves as a Multiracial and Multicultural church.)

Sept. 28, 2008: Film and discussion: "Valentina's Nightmare"

Oct. 5, 2008: Sponsored the visit of Valetina Iribagiza, who as a young girl survived the Rwandan genocide of 1994, to our church during the morning service and in an additional afternoon reception

December 11, 2008, Speak Your Mind letter writing session in honor of Grace Paley's legacy of Speaking Truth to Power (43 letters were sent to Senators, Representatives, the President and President-Elect, and other leaders at the state, national, and international level)

Sunday, December 14, 2008, Film and Discussion "What Would Jesus Buy?" (2007)

There were five special offerings taken in 2008, with the following proceeds:

One Great Hour of Sharing (Church World Service)	\$505
Blanket Sunday (Church World Service)	\$265
Neighbors in Need (National UCC)	\$868
Flood Relief (Church World Service)	\$120
Valentina's fund	\$1000

In addition, \$596 from the Hot Box (located in the back of the sanctuary) was given to COVER, to pay

for energy saving repairs for low income people.

The CROPwalk in October raised \$3126, 25% of which went to local food shelves in Thetford and West Fairlee. Tremendous thanks once again to Bob Hagen for his enthusiasm and leadership in promoting this important event.

Thanks also go to all who have participated in the programs presented by the Mission Committee and who have generously donated to the special collections and the CROPwalk!

Respectfully submitted,

Eleanor Zue, Christina Robinson

Sherry Merrick, Nancy Hayes-Kilgore, Susan Johnson

2008 Music Committee Report

The choir, and congregation, enjoyed another wonderful year under the direction of Patricia Norton. They sang music from around the world, in several different languages, from different eras, and both classics and originals from members of our own congregation. The choir remains strong in membership with an average of 12 members at services but always welcomes new and "prodigal" members!

Following the goals set by the music committee in the DOV plan, a piano sub-committee (the keepers of the keys!) met to discuss creative ways to fund raise to obtain a different piano for the church. The current piano is in need of expensive repairs. The committee hopes to get the ideal piano donated and/or obtain grant funding to support this endeavor. The committee is fortunate to have the support of the Thetford Chamber Singers for this effort.

The committee is looking forward to another wonderful year full of beautiful music.

Respectfully submitted, Marianne Barthel, Music Committee Chair

Sanctuary Committee 2008

The Sanctuary Committee prepares for the monthly communion service, including providing organic grape juice and locally-made, organic bread. The committee continues to see that we have flowers for the Sunday morning services. This year we posted a sign-up sheet on the bulletin board and included a reminder in most weekly bulletins offering others the opportunity to provide flowers for the altar. The ordering and arranging of potted lilies, hyacinths, and tulips for the Easter Service were also taken care of by the committee with beautiful plants coming from Mark and Heidi Lansburgh of Talking Wells Farm. All proceeds from the sale of the Easter flowers were donated to the Floyd Dexter Fund. The Christmas garland, holly and wreathes were again donated by Jay Dunlap and Jennifer Loros. We were pleased to have Meg Darrow Williams with us this year and look forward to adding Erin Ward to the committee in 2009 to replace Marilyn Stone.

Respectfully submitted,

Janet Cobb, Chair Fran Haugen

Lilla Willey, Betsy Johnstone Meg Darrow Williams

Welcoming Committee 2008

The Welcoming Committee continues to stock the kitchen and assign and organize coffee-hour after services. For 2009 the committee is working on developing church information packets that will be available in the front entryway as well as organizing and training greeters for Sunday services.

Susan Kowalsky, Chair.

Fundraising Committee 2008

The Fundraising Committee held 3 Soup & Dessert sales, the summer BBQ at the Thetford Hill Fair and the spring auction. We raised over \$6200 which was just short of our goal of \$7000 for 2008. For 2009 I hope to negotiate a better time slot for the summer BBQ which would improve the success of this event.

Susan Kowalsky, Chair.

Stewardship Committee Report 2008

The Stewardship Committee missed Joyce McKeeman as chair, but was fortunate indeed to enlist the creative and energetic leadership of Charlie Buttrey and Robin Osborne as co-chairs for the fall stewardship campaign.

We held a supper to which all were invited for good food and fellowship and a church history game presented by Charlie Buttrey that engaged some sharp Academy students on teams with adults. Letters and packets relating to the campaign and a narrative budget with beautiful photos created by Robin Osborne and Charlie Buttrey, sharing of reasons for giving to the church by Robin and others during worship, and mail and e-mail reminders still left a significant gap between the amount pledged and the needs of a barebones budget with mainly level spending. At a council meeting on December 16th it was decided to give people coming to the Christmas Eve service an opportunity to donate to the church, and an insert was written and envelopes with the church address placed in each bulletin.

It appears that some people who usually pledge may have procrastinated, but there is also the fact that the country is experiencing a deepening recession, and losses on investments and an insecure economic horizon are causing people to take more time to decide what they can pledge. It doesn't help the budget that the church endowment has lost significant market value, and that a sustainable draw from it for next year will be about half of what was available this year. More people seem to have moved away this year than have joined the congregation. There have been a total of 42 pledges totaling \$60,527 as of year end, but we hope that several more pledges will be received before Annual Meeting when we vote on a budget.

Thank you to all the people who have made a pledge of financial support for 2009. Despite the difficult economic times, and perhaps because of a sense that such turbulent times make us need closer community with one another, many people have been attending and participating in worship and contributing in myriad ways to the wellbeing of the church and the people in our church family. One of our goals is to make stewardship a year-round theme, and as Tom is very good at helping us understand how essential giving is to our lives as Christians in this world, we will look forward to growing as stewards under his leadership from the pulpit as we enter the new year.

Respectfully submitted, Lilla Willey, Doug Miller, Eleanor Zue

Nominating Committee Slate of Officers, Boards and Committees for 2009

Officers (elected annually)

Moderator	Charlie Buttrey	Treasurer	Doug Miller
Assistant Moderator	Doug Miller	Assistant Treasurer	Jean Graber
Clerk	Karen Flett	Auditor	Keith Merrick
Assistant Clerk	TBD	Sunday School Sup.	TBD

Board of Trustees (6 members, two 3-year terms maximum)

Helen Mac Lam	'10 (1 st term)	Bill Braasch	'11 (1 st term)
Mary Bryant	'10 (filling out vacated term)	Jess Kilgore	'12 (1 st term)
Norm Marshall	'11 (2 nd term)	Barbara DeFelice	'12 (1 st term)

Board of Deacons (6 members, two 3-year terms maximum)

Bev Vaughan	'10 (2 nd term)	Bill Thrane	'11
Scot Zens	'10 (2 nd term)	(elected '07 for 1 year vacated term, in 1 st full term)	
Jay Dunlap	'11 (2 nd term)	Valerie Miller	'12 (2 nd term)
		Ann Frey	'12 (1 st term)

Board of Pastoral Relations (4 members, one 4-year term, 5 years maximum)

Joyce McKeeman	'10	Nancy Devor	'12
Alice Pierson	'11	Nancy Hughes	'13

Nominating Committee (3 members, 3-year terms)

Mel Clouser	'10	Jennifer Loros	'12
Pril Hall	'11		

Committee for Youth

Ray Chin	Lelia Mellen
Mary Chin	Jill Brooker
Bob Hagen	Jody Ameden

Music Committee (no fewer than 4 people)

Chris Levey	Alice Pierson
Helen Mac Lam	Jim Hughes

Sanctuary Committee (6 people)

Janet Cobb	Fran Haugen
Lilla Willey	Betsy Johnstone
Erin Ward	Meg Darrow Williams

Welcoming Committee

Susan Kowalsky
Mary Bryant

Janet Cobb

Fundraising Committee

Susan Kowalsky

Ellie Marshall

Mission Committee (no fewer than 4 members)

Sherry Merrick
Christina Robinson
Nancy Kilgore

Jill Brooker
Eleanor Zue

Stewardship Committee (4 members)

Doug Miller
Robin Osborne
Eleanor Zue

Lilla Willey
Joyce McKeeman

Delegates (4 members, can also have 1 youth member)

Eleanor Zue
Anne Frey

Walter Frey
Nancy Hughes

Annual Report 2008—First Congregational Church of Thetford

Nancy Gieseler Devor

As many of you know, I am an ordained UCC minister with a four-way covenant between our church, the Grafton-Orange Association of the UCC, the Samaritan Institute, and myself.

What is the Samaritan Institute? It is a healthcare ministry, with headquarters in Denver, CO, comprised of nearly 100 professional counseling Centers that offer spiritually sensitive psychotherapy and counseling services. I serve on the national staff and am liaison to about 25 Centers, mostly located on the east coast of the United States. This is why on many Sundays I am traveling to work with one of the Samaritan Centers, rather than worshiping with our congregation. When I visit a Center, I am most often doing an accreditation visit, meeting with a board regarding the transition of an executive director, or getting to know a Center and its leadership.

This year I continue to administer a grant from the Lilly Endowment that teaches staff members from Samaritan Centers how to provide effective professional growth and consultation services for congregations and clergy.

Thank you for your support of me as I provide this ministry on behalf of our congregation and the UCC.

Appendix A
2009 Budget Proposal

Summary

Expenses	<i>Approved 2008</i>	<i>Actual 2008</i>	<i>2009 - A</i>	<i>2009 - B</i>	<i>2009 - C</i>
Ministry Total	-62,934	-62,635	-63,553	-61,086	-47,427
Salaries Total	-21,721	-21,380	-24,121	-22,685	-22,685
Office Total	-4,950	-4,793	-4,550	-4,550	-4,550
Benevolence Total	-4,684	-4,684	-4,634	-4,334	-4,334
Church B+G Total	-22,425	-25,362	-22,025	-22,025	-22,025
Programs Total	-6,500	-4,445	-6,599	-2,749	-2,749
Expenses Total	-123,214	-123,299	-125,482	-117,428	-103,770
Income					
Pledges	70,228	66,382	61,719	61,719	61,719
Annual Gifts	10,730	12,230	9,300	9,300	9,300
Collection	5,500	5,030	5,000	5,000	5,000
UCF Investment (sustainable)	11,000	11,000	6,848	6,848	6,848
Other sources	25,832	26,819	19,844	19,844	19,844
Income Total	123,290	121,461	105,365	105,365	105,365
Income Minus Expenses	76	(1,838)	(20,117)	(12,063)	1,595
Total Investment draw	10,924	12,838	26,965	18,911	5,253

Expenses

MINISTRY	<i>Approved 2008</i>	<i>Actual 2008</i>	<i>2009 - A</i>	<i>2009 - B</i>	<i>2009 - C</i>	Notes
Salary Minister**	16,157	16,157	16,157	15,753	12,118	See note 1
Salary Asst Minister	0	0	0	0	0	
Housing Allow.	26,400	26,400	26,400	25,740	19,800	
Travel Allowance	500	500	500	500	500	
Insur: Family prot.(1.5%SB)*	732	732	739	721	555	See note 2
Insur: Med & Den	6,232	6,232	6,735	6,567	5,051	See note 3
Annuity (14% Sal. Basis)*	6,830	6,830	6,901	6,728	5,176	See note 4
Social Security (7.65%SB)*	3,732	3,732	3,771	3,677	2,828	See note 5.
Prof. Exps	350	252	350	350	350	
Pulpit Supply	1,500	1,300	1,500	800	800	See note 6
Cont'd Educ.	500	500	500	250	250	
Ministry Total	62,934	62,635	63,553	61,086	47,427	
SALARIES						
Secretary	7,200	7,200	7,200	7,200	7,200	
Sec. Payroll taxes	551	551	551	551	551	
Treasurer	0	0	2,400	2,400	2,400	See note 7
Custodian	2,300	1,959	2,300	2,300	2,300	
C&C Coordinator	2,692	2,692	2,692	2,154	2,154	
Min. of Music	8,978	8,978	8,978	8,080	8,080	
Salaries Total	21,721	21,380	24,121	22,685	22,685	
OFFICE						
Supplies	2,400	1,985	2,000	2,000	2,000	
New Equipment	100	306	100	100	100	
Postage	350	403	350	350	350	
Equip. maint.	0	0	0	0	0	
Telephone	2,050	2,052	2,050	2,050	2,050	
T- Office phone	800	811	800	800	800	
T- Office Internet	250	245	250	250	250	
T-Min. Home Office	1,000	996	1,000	1,000	1,000	
Printing and Repro	0*		0	0	0	
Bank Charges	50	47	50	50	50	
Office Total	4,950	4,793	4,550	4,550	4,550	

	<i>Approved 2008</i>	<i>Actual 2008</i>	<i>2009 - A</i>	<i>2009 - B</i>	<i>2009 - C</i>	Notes
BENEVOLENCES						
Fairshr/Basic supp.	2,750	2,750	2,750	2,750	2,750	
Seminaries	300	300	300			
Atkinson Retreat	50	50				
Gifts	150	150	150	150	150	
Grafton Orange/VT	1,434	1,434	1,434	1,434	1,434	
Benevolence Total	4,684	4,684	4,634	4,334	4,334	
BUILDINGS & GROUNDS						
CHURCH						
Maint. & Repair	2,500	1,335	2,500	2,500	2,500	
Plowing	500	815	500	500	500	
Rubbish Removal	650	697	650	650	650	
Clean/Kitchen. Suppls	400	283	400	400	400	
Carpet Cleaning	100	200	100	100	100	
Fuel Oil	5,000	9,405	5,000	5,000	5,000	
Propane (Addit heat)	1,500	1,078	1,250	1,250	1,250	
Electricity	2,500	2,149	2,250	2,250	2,250	
Water Rent	550	825	650	650	650	
Fire Alarm System	1,625	1,685	1,625	1,625	1,625	
Elevator	2,400	2,493	2,400	2,400	2,400	
Insur:Church & Pars.	4,700	4,397	4,700	4,700	4,700	See note 8
Mowing	0	0	0	0	0	
Church B+G Total	22,425	25,362	22,025	22,025	22,025	
PROGRAMS						
Comm. Outrch/Newsltr	100	0	100	100	100	
Deacons	0	0	0	0	0	
Missions Comm.	100	30	100	100	100	
Adult Education	50	0	50	50	50	
Sanctuary Comm	50	0	50	50	50	
Social Activities/Fund Raising	450	517	450	250	250	
Stewardship	700	532	700	700	700	
Programs Subtotal	1,450	1,079	1,450	1,250	1,250	

	<i>Approved 2008</i>	<i>Actual 2008</i>	<i>2009 - A</i>	<i>2009 - B</i>	<i>2009 - C</i>	Notes
YOUTH COMMITTEE						
Church School	600	584	699	699	699	See note 9
Youth Ministry	1,500	1,055	1,500	0	0	See note 10
Child Care	1,200	1,010	1,200	0	0	
Confirmation Class						
Gift to Youth Program						
Youth Subtotal	3,300	2,649	3,399	699	699	
MUSIC COMMITTEE						
Prof Develop	400	0	400	0	0	
Spec Worship/Maundy/Ch. Eve	0	0	0	0	0	
Substitute Organist	300	0	300	0	0	
New Music, Adult Choir	250	104	250	0	0	
Piano, Organ Tuning	800	713	800	800	800	
Misc Expenses (gift)	0	-100	0	0	0	
Music SubTotal	1,750	717	1,750	800	800	
Programs Total	6,500	4,445	6,599	2,749	2,749	
Expense Total	123,214	123,299	125,482	117,428	103,770	

Notes

- Note 1: A 2/3 time; B 65% ; C 1/2 time
- Note 2: factored up with med ins.
- Note 3: actual increase in premium
- Note 4: factored up with med ins.
- Note 5: factored up with med ins.
- Note 6: 2008 \$1200 offset by gifts
- Note 7: donated back to church
- Note 8: some savings if parsonage is sold
- Note 9: request from youth committee
- Note 10: 2008 offset by \$550 in gifts

Income

Item	<i>Approved 2008</i>	<i>Actual 2008</i>	<i>2009</i>	Notes
Pledges	70,228	66,382	61,719	
Annual Gifts	10,730	12,230	9,300	
Nonpledge donations	2,000	2,376	2,500	
Collection	3,500	2,654	2,500	
UCF Investment (<i>sustainable</i>)	11,000	11,000	6,848	4% of \$171,200 end of year value
Abbie Bond Trust	2,848	2,848	2,848	
Rentals	10,900	11,015	12,500	increased rents
Parsonage Net Income	4,334	1,594	0	costs covered by sale proceeds
Fund Raising	7,000	6,239	7,000	
Interest	250	164	150	
Contributions-gifts	500		0	
Oil & Gas Lease		4,960		
Income, Total	123,290	121,461	105,365	