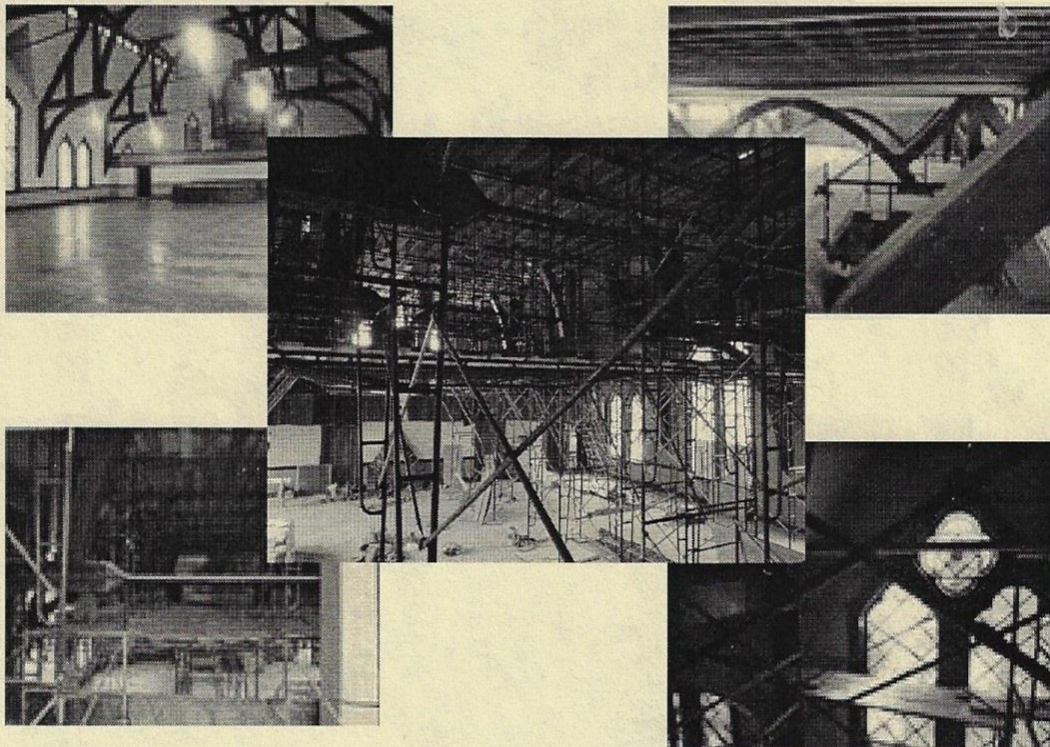


# Annual Report 2010

First Congregational Church of Georgetown, UCC

Sunday, January 30, 2011





## Meetings

### Warrant for Annual Meeting 2010

The First Congregational Church of Georgetown, Inc.  
7 Andover Street, PO Box 200  
Georgetown, MA 01833

#### WARRANT

January 14, 2010

The members of the First Congregational Church of Georgetown are hereby advised that in accordance with the Constitution and Bylaws of said Church, The Annual Meeting of the Church will be held Sunday, January 31, 2010, immediately following worship, in the Church Sanctuary, then and there to act on the following listed Articles:

**Article I:** To receive the reports of the several boards, committees and officers of the Church and to take action thereon:

**Article II:** To see if the church will vote to change how proceeds from its investments are handled by allowing up to 4.5% to be withdrawn annually and treated as income, to combine the "Dole" Local Aid endowment and the Diaconate Fund, and to set the endowment value of the Housing endowment at \$120,000 and continue to use the proceeds from this endowment for budget shortfalls or take any other action in relation thereto.

**Article III:** To hear and act on the report of the Finance Committee in regard to the 2009 financial operations and the 2010 proposed budget, or take any other action in relation thereto;

**Article IV:** To see if the Church will vote to adopt the proposed changes to its Constitution and Bylaws in regard to Conflict of Interest or take any other action in relation thereto;

**Article V:** To hear and act on the report of the Nominating Committee, or take any other action in relation thereto;

**Article VI:** To hear and act on any other business and to take any other actions, relative to the Church and its property, which may be brought before the Annual Meeting in accordance with the Bylaws, or take any other action in relation thereto.

By direction of the Church Cabinet

Emily J. Knapp  
Clerk



## Annual Meeting Minutes, Sunday, January 31, 2010

The meeting was called to order at 11:40 by Moderator Tom Stewart

Tom asked that a motion be made to approve the agenda for the meeting (hand out). Helen Snow moved that the agenda for the meeting be approved. The motion was seconded by Kirsten Davis. Discussion was called for. It was questioned whether this motion was out of line as the agenda hand-out was not part of the Annual Meeting Warrant, which is the agenda for church meetings, and therefore the Church members were not made aware prior to this meeting that there would be a vote on this item. It was asked if it would be difficult to return to complete the meeting if we adjourned at 12:15. The vote was taken and passed by majority vote.

**Introduction of Search Committee Members:** At the January Cabinet meeting, the Cabinet voted to approve the following to serve on the Pastoral Search Committee: Rich Brock, Jeff Gillen, Jo Anne Kelly, Deb Lamoureux, Janice Murphy, Steve Pinto and Susan Stead. Members of the Search Committee were asked to stand and be recognized.

**Opening prayer:** Rev. Deborah Adams, Intentional Interim Minister opened the meeting in prayer, asked for a moment of silence for those members and friends who passed away in 2009 and then presented to the Church a brightly colored bouquet of flowers with good thoughts from long time Church member Nat Tidd.

**Hymn** – A resounding “Alleluia” quick hymn was sung!

**Warrant Article Items:**

**Article I:** *To receive the reports of the several boards, committees and officers of the Church and to take action thereon:*

JoEllen Fielding moved that the Church vote to accept the 2009 reports of the several Boards, Committees and Officers of the Church. The motion was seconded by Kirsten Davis. Discussion was called for:

Allan Barlow moved to amend the above motion by adding: except for the section entitled, “Finance Committee Reports” Bob Knapp seconded the motion. Additional discussion was called for.

Tom asked for the vote on the amendment – it carried by majority vote.

Tom asked for the vote on the original amended motion – it carried by majority vote.

**Article II:** *To see if the Church will vote to change how proceeds from its investments are handled by allowing up to 4.5% to be withdrawn annually and treated as income, to combine the “Dole” Local Aid endowment and the Diaconate Fund, and to set the endowment value of the Housing endowment at \$120,000 and continue to use the proceeds from this endowment for budget shortfalls or take any other action in relation thereto.*

**Motion 1** – Megan Lichty moved that the Church vote to combine the Diaconate Fund and the Local Aid Endowment into one endowment to be known as “Jesse Adams and Richmond & Amos Dole Local Aid Endowment”. The motion was seconded by Allan Barlow. Discussion was called for. For years these two investments which serve the same purpose, were held in separate bank accounts for ease of record keeping as one fed the other. Now with the way we invest our funds and endowments record keeping is actually more difficult. The vote taken – the motion carried by majority vote.

**Motion 2:** Bob Knapp moved that the Church vote to authorize the Finance Committee to annually withdraw up to 4.5% of the previous three year average value of the Jesse Adams and Richmond & Amos G. Dole Local Aid Endowment and treat said withdrawal as income provided said withdrawal does not reduce the value of the endowment to less than \$5,200. This amount being a combination of the original endowment (\$3,200) and temporarily restricted proceeds (\$2,000). All remaining proceeds may be used as needed for any purpose with Diaconate approval excepting that should the value fall to below \$5,200, proceeds may only be used to aid



## Annual Meeting Minutes, Sunday, January 31, 2010 (continued)

local individuals or groups. The motion was seconded by Kirsten Davis. Discussion was called for. Finance Committee Members explained (via Power Point slide show) how and where our endowments came from and how the Church is required to handle these endowments, and also explained some about the endowments, investments and foundations. It was explained that the 4.5% figure is the amount recommended by most non-profit groups in order to maintain the endowment in perpetuity. The vote was taken and the motion carried by majority vote.

**Motion 3:** Tim Clift moved that the Church vote to authorize the Finance Committee to annually withdraw up to 4.5% of the previous three year average value of the Philip H. Southwick Star Island Endowment and treat said withdrawal as income provided said withdrawal does not reduce the value of the endowment to less than 115% of the original church voted endowed amount of \$3,500 (\$4,025). Proceeds from this endowment to be used for scholarships as previously voted. Discussion called for – the vote taken and the motion carried by majority vote.

**Motion 4:** Tim Clift moved that the Church vote to authorize the Finance Committee to annually withdraw up to 4.5% of the previous three year average value of the E.E. Pingree Music Endowment and treat such withdrawal as income provided said withdrawal does not reduce the value of the endowment to less than the original Church voted endowed amount of \$5,000. Proceeds from this endowment to be used for music programs as previously voted. Discussion called for – the vote taken – the motion carried by majority vote.

**Motion 5:** Tim Clift moved that the Church vote to authorize the Finance Committee to annually withdraw up to 4.5% of the previous three year average value of the Memorial Fund and treat said withdrawal as income. The remainder of the Memorial Fund to be used at the discretion of the Diaconate as previously voted. JoEllen Fielding seconded. motion. Discussion called for – vote taken – motion carried by majority vote.

**Motion 6 :** Bob Knapp moved that the Church vote to keep the Housing Endowment amount at \$120,000 for 2010. This amount to be reviewed at Annual church Meetings and until the amount returns to \$260,000. Chuck Davis seconded the motion. Discussion called for - Original endowment of \$260,000 was set up when we sold the parsonage. Over the last few years this endowment has been used to make up current expense deficits. Currently it stands at \$180,000 and anticipating what the deficit may be this year we wish to keep this endowed amount at \$120,000. This requires a 2/3 vote. The vote taken – the motion carried by greater than 2/3 vote.

**Motion 7:** Megan Lichty moved that the Church vote to authorize the Finance Committee to annually withdraw up to 4.5% of the previous three year average value of the Housing endowment and treat said withdrawal as income provided said withdrawal does not reduce the value of the endowment to less than the Church voted endowed amount. The motion was seconded by Kirsten Davis. Discussion was called for- the vote taken – the motion carried by majority vote.

**Motion 8:** Megan Lichty moved that the Church vote to authorize the Treasurer, with the approval of the Finance Committee to expend proceeds from the Housing Endowment first to offset the Minister's Housing allowance and then to offset any deficit for 2010. The motion was seconded by Dorothy Blanchard. Discussion called for – the vote taken – the motion carried by majority vote.

**Article III:** *To hear and act on the report of the Finance Committee in regard to the 2009 financial operations and the 2010 proposed budget or take any other action in relation thereto:*

Bob Knapp moved that the Church vote to accept the 2009 Collector's and the 2009 Financial report except for the columns entitled, "2010 Budget" and "2010 Balanced" as printed in the Finance Committee Reports section of the document entitled, "The First Congregational Church, UCC Annual Report for 2009. The motion was seconded by JoEllen Fielding. Discussion called for. The Finance Committee presented an overview (Power Point) in detail of the financial situation for this Church. Over the past several years there



## Annual Meeting Minutes, Sunday, January 31, 2010 (continued)

has been a decline in the number of pledges. However, we begin this year with 57 pledgers, the same number we had at this time last year, and the dollar amount pledged has increased by about \$3,500. The Power Point presentation reviewed where our money comes from, where it goes, and how we make up any shortages. The largest amount of our budget (nearly half) goes to the Pastor, which includes Salary, Health Insurance pension etc. The second largest is keeping our facility open and in good repair. A good chunk of the funds to make up for our shortage of income came from the housing endowment. The good news is that we ended 2009 with a deficit budget of "only" \$54,000 as opposed to the projected deficit of \$75,000. The numbers are sobering and the reason that the Finance Committee is presenting two budgets this year so that the Church membership can make the decision on how we will proceed. The primary cut to balance the budget in the second budget is to go from a full time to half time Pastor. Because this cut would not go in affect until July we would still need to withdraw \$6000 from the housing endowment fund to meet expenses. Going to a part time pastor would be a difficult adjustment. Had the finance committee voted on which budget to vote on the decision would not have been unanimous. The vote was taken – the motion carried by majority vote.

Allan Barlow moved that the Church vote to adopt the deficit "Full Time" pastoral leadership budget displayed under the heading "2010 Budget" printed in the Finance Committee Reports section of the document entitled "First Congregational Church, UCC Annual Report for 2009. The motion was seconded by Steve LeBlanc. Discussion was called for. It was asked that Allan read the second motion that would be presented if this motion passes. The second motion reads as follows: "To see if the Church will vote to direct the Cabinet to investigate and develop a robust revitalization plan intended to significantly reduce the budgeted deficit by the end of 2010 and entirely erase annual deficits by 2013, and further, that the Cabinet present a progress report to a special Church meeting on April 25, 2010".

The motion on the table at the present time is to vote to accept a deficit budget. The question of what would it mean to go from a full time minister to a part time minister? This would mean that the Church would have a pastor to lead Sunday worship services and provide emergency pastoral care and visitation for those in hospitals, nursing homes or shut ins. It would eliminate most of the pastoral leadership and work with the youth. All administrative hours would have to be taken over by the Leadership of the Church.. It would be difficult to move back to a full time pastorate if we went to a part time minister. The comment was made that there would be no sense in having a Christian Education Director if you only have a part time minister. The decision of what budget to go with will ultimately effect the Search Committee's work in how they will be searching for a minister. The question was asked as to what work our interim minister is doing with the children now? The Minister is working with the Confirmation Class, providing children's messages during worship and working with the Church School Superintendent (also known as Christian Ed. Director). It was asked if we need to provide housing allowance if we went with a part time pastor. The answer was yes, housing allowance would still need to be part of the package. It's hard to move back into a full time budget again once you have gone to a part time budget. There has been a lot of hard work to build a clear reputation in the community. Do we want to turn this thing around and do a slow death? It is true that you could turn this around with a part time Pastor but people would have to step up to the plate significantly. The Christian Ed Director was to aid in rebuilding the church school program and would be even more important if we had a part time Pastor. All new members who joined today have children, a reflection of the Christian Education program. A part time pastor would really effect the visits to shut ins and Bible Study. The direction we have been heading is one of unity. A lot of healing has occurred and helped to turn things around. It's more difficult to look for a part time minister. We should make leap of faith and go with the full time pastor. Deb Lamoureaux made a motion to call the discussion and cut off debate. The motion was seconded by Susan Stead. The vote was taken and by majority vote the motion carried to end debate. The vote was taken on the motion to accept the deficit budget as presented by the Finance Committee. The motion carried by majority vote.

Allan Barlow moved that the Church vote to direct the Cabinet to investigate and develop a robust revitalization plan intended to significantly reduce the budgeted deficit by the end of 2010 and entirely erase annual deficit by 2013, and further, that the Cabinet present a progress report to a special Church meeting on April 25, 2010. The motion was seconded by JoEllen Fielding. Discussion was called for – It was mentioned



## Annual Meeting Minutes, Sunday, January 31, 2010 (continued)

that in addition to the motion the Church and Cabinet need to broaden discussion of pros and cons of the part time minister. Included in the plans are to talk to conference staff about becoming a turn around church. We will hold a Special Church meeting in April and follow up with the decisions that have been made here today. By passing this vote, you as a Church are telling the Cabinet to get busy and use/find resources that are available. Is it unrealistic to set a goal to be balanced by 2013? After exploration by the Cabinet the church may alter that goal but it's reasonable to set at this time. If everything stays as is, taking funds from the housing endowment every year at the current rate, the housing endowment would be gone in three years. The vote was taken and the motion carried by majority vote. Motion vote – motion carried by majority vote.

At 1:00 PM a motion was made by Deb Lamoureux to adjourn to the Fellowship Hall to have lunch and continue the meeting. The motion was seconded by JoEllen Fielding. Discussion – an amendment was made to continue the meeting on another date – the motion was seconded. Vote was taken on the amendment – the motion did not carry. The vote was taken on the original motion and the motion carried by majority vote. The meeting adjourned at 1:00PM to the Fellowship Hall to reconvene the meeting and continue with the remaining Warrant Article Items.

### **Reconvened downstairs in Fellowship Hall:**

The reconvened meeting in the Fellowship Hall was called to order at 1:20 PM by Moderator Tom Stewart.

### **Article IV: To see if the Church will vote to adopt the proposed changes to its Constitution and Bylaws in regard to Conflict of Interest, or take any other action in relation therein:**

Allan Barlow moved that the Church vote to adopt the church Constitution and Bylaws, Version 3.0, which incorporates the changes and additions to Version 2.41 described in the Bylaws Revision Committee's Annual Report for 2009, plus the addition of some missing paragraph headings in Sections 6.0, 7.0, 8.0, and 9.0. The motion was seconded by Chuck Davis. Discussion was called for. The By-law Review Committee asked Atty John Anderson to review the text for the Church. Atty Anderson grew up in a UCC Church and felt that there were very minor items that needed to be tweaked, and the By-law Review Committee will entertain these minor changes at a later date. The Associate Conference Minister, Rev. Don Remick has also reviewed the Conflict of Interest by-law for our church and felt that these were well written and that in the end these processes will be the best way to prosper our Church. The Conflict of Interest By-law protects the rights of people in the church who are members and serve in paid or unpaid staff positions in the church. A question was raised concerning the family members and disclosing information on a Conflict of Interest form. You just have to list the company for which a family member works, you do not need to put down what they do at that company. The amount of work put into these changes was praised, though it was still wished that the issue of paid staff had been resolved differently. Question regarding 10.2.2 The definition of family is quite extensive. How much research do you need to do about family members business involvement. The basic answer is if you don't know where they work it can't create a conflict. The Board that an individual serves on would decide if there was a conflict of interest. A question on the family members and quorum was raised – members of the By-law Review Committee explained that process. The vote was taken – the motion carried by majority vote.

### **Article V: To hear and act on the report of the Nominating Committee, or take any other action in relation thereto:**

Joan Chatterton moved that the Church vote to elect the slate of Officers, Boards, Committee, Coordinators and Auditors listed in the Nominating Committee Report. The motion was seconded by Susan Stead. Joan read the list of the new committee members, boards members etc. There are several vacant positions that the Nominating Committee will work on filling. The vote taken – the motion carried by majority vote.



## Annual Meeting Minutes, Sunday, January 31, 2010 (continued)

**Article VI:** *To hear and act on any other business and to take any other actions relative the Church and its property, which may be brought before the Annual Meeting in accordance with the By-laws, or take any other action in relation thereto.*

Kirsten Davis and Emily Knapp were asked to come forward and be recognized for years service on the Social Committee (Kirsten – 14 years) and as Church Clerk (Emily – 15 years). Both of these individuals are stepping aside this year. Kirsten will be serving as Publicity Coordinator for the Church and Emily will begin serving as Scribe of the Essex Association this spring. Both were presented with a gift and a bouquet of flowers.

**Closing Prayer:** Rev. Deborah Adams, Intentional Interim Minister offered a closing prayer.

A motion was made to adjourn by Chuck Davis, seconded by Emily Knapp. The meeting adjourned at 1:55 PM.

Respectfully submitted,

Emily J. Knapp, Clerk



# Warrant for March Special Meeting

The First Congregational Church of Georgetown, Inc.

7 Andover Street, P.O. Box 200

Georgetown, Mass. 01833

Version 2.0 March 18, 2010

## WARRANT

The members of the First Congregational Church of Georgetown are hereby advised that in accordance with the Constitution and Bylaws of said Church, a Special Meeting of the Church will be held Sunday, March 28, 2010, immediately following worship, in the Church Sanctuary, then and there to act on the following listed Articles:

**ARTICLE I:** To hear the report of Mr. Charles Davis, former Chair of the Board of Trustees, and acting now by request of the Board of Trustees, concerning a proposed lease for installation, operation, and maintenance of wireless transmission and receiving equipment within the Church steeple and edifice;

*MOTION UNDER ARTICLE 1:* None required; Please call on Chuck Davis.

**ARTICLE II:** To see if the Church will vote to authorize negotiation and signing of a lease with T-Mobile Northeast, LLC, a Delaware limited liability company, for installation, operation, and maintenance of wireless transmission and receiving equipment within the Church steeple and edifice, or take any other action in relation thereto.

*MOTION UNDER ARTICLE 2:*

I move that the Church vote to authorize Mr. Thomas Stewart, Moderator and a corporate officer, and the former Chair of the Trustees, Mr. Charles Davis, to act for and on behalf of the Church Membership in the final negotiation and execution of a lease with T-Mobile Northeast LLC, a Delaware limited liability company, said lease being identified as *Steeple Lease with Option, Site Number: 4BS1664A Rooftop-V.9.21.07, Site Name: 1<sup>st</sup> Congregational Church of Georgetown*, and said lease being for installation, operation, and maintenance of wireless transmission and receiving equipment within the Church steeple and edifice with the provision that such action does not result in any planned disruption of Church activities, obvious alteration of the edifice external appearance, or any unsolvable personnel or property safety issues.

**ARTICLE III:** To hear and act on any other business and to take any other actions, relative to the Church and its property, which may be brought before this Special Meeting in accordance with the Bylaws, or take any other action in relation thereto.

*MOTION UNDER ARTICLE 3:* None planned by the Cabinet.

By direction of the Church Cabinet, Thomas W. Stewart, Moderator



# Minutes for March Special Meeting

**March 28, 2010**

Chuck Davis gave a power-point presentation on a proposal and lease contract that T-Mobile has approached the Church with. The proposal would allow T-Mobile to install cell tower equipment in the steeple of our facilities and in return the Church would receive \$2,100/month. There would be a 120 day termination notice required to end the relationship with the company. It will be necessary for the Church to pay state and federal taxes (similar as to when we were renting our parsonage some years ago), as this is a profit bearing process. T-Mobile will be responsible for all local real estate taxes.

T-Mobile has begun informal discussion with the town Zoning Board and a meeting of the abutters/neighbors will be coordinated by T-Mobile and will take place at the Church on April 12.

The next steps will be for the Church to execute the lease/contract agreement (which has been reviewed by a local attorney), meet with the neighbors, obtain a permit/variance from the Zoning Board (probably in May) and T-Mobile will obtain building permits to begin the installation process.

The Trustees are recommending that the Church vote to approve the T-Mobile lease/contract at this time.

## **Business Meeting:**

At 12:00 PM, Moderator Tom Stewart called the Special Church meeting to order. Tom asked for a motion to appoint Emily Knapp as Clerk Pro-Tem for the meeting. The motion was so moved by Rich Brock and seconded by Kirsten Davis. Discussion was called for, vote taken and the motion carried by majority vote.

**Article I: To hear the report of Mr. Charles Davis, former Chair of the Board of Trustees, and acting now by request of the Board of Trustees, concerning a proposed lease for installation, operation, and maintenance of wireless transmission and receiving equipment within the Church steeple and edifice.**

Tom indicated that the review of this information had been presented (as noted above) and asked for a motion to accept the presentation. The motion was so moved by Chuck Davis and seconded by Steve Pinto. Discussion called, for; vote taken and the motion carried.

**Article II: To see if the Church will vote to authorize negotiation and signing of a lease with T-Mobile Northeast, LLC, a Delaware limited liability company, for installation, operation, and maintenance of wireless transmission and receiving equipment within the Church steeple and edifice, or take any other action in relation thereto:**

A motion was made by Chuck Davis that the Church vote to authorize the Board of Trustees, to execute a lease with T-Mobile Northeast, LLC, a Delaware limited liability company, for the installation and receiving equipment within the Church steeple and edifice, with the provision that such action does not result in any planned disruption of Church activities, obvious alternation of the edifice external, appearance, or any unsolvable personnel or property safety issues. The motion was seconded by JoEllen Fielding. Moderator, Tom Stewart asked for discussion – the vote was taken and the motion carried by majority vote.

**Article III: To hear and act on any other business and to take any other actions, relative to the Church and its property, which may be brought before this Special Meeting in accordance with the Bylaws, or take any other action in relation thereto.**

Seeing no discussion in regards to Article III, a motion was made by Allan Barlow to adjourn, seconded by JoEllen Fielding.

The meeting adjourned at 12:15 PM.

Respectfully submitted,

Emily J. Knapp  
Clerk Pro-Tem



# Warrant for April Special Meeting

The First Congregational Church of Georgetown, Inc.  
7 Andover Street, P.O. Box 200  
Georgetown, Mass. 01833

Version 2.0 April 15, 2010

## W A R R A N T

The members of the First Congregational Church of Georgetown are hereby advised that in accordance with the Constitution and Bylaws of said Church, a Special Meeting of the Church will be held Sunday, April 25, 2010, immediately following worship, in the Church Sanctuary, then and there to act on the following listed Articles:

**ARTICLE I:** To hear the progress report of the Church Cabinet regarding investigation and development of a robust revitalization plan required by Church Membership approval of the third motion under Article III of the 01/31/10 Annual Church Meeting, or take any other action in relation thereto;

**ARTICLE II:** To hear and act on any other business and to take any other actions, relative to the Church and its property, which may be brought before this Special Meeting in accordance with the Bylaws, or take any other action in relation thereto.

By direction of the Church Cabinet,

Thomas W. Stewart, Moderator



# Minutes for April Special Meeting

April 25, 2010

Moderator Tom Stewart called the Special Church Meeting to order at 11:30 AM. Chuck Davis moved that Emily Knapp be appointed Clerk Pro-temp for the meeting. The motion was seconded by JoEllen Fielding – discussion called for – the motion carried.

**Article I: To hear the progress reports of the Church Cabinet regarding investigation and development of a robust revitalization plan required by Church Membership approval of the third motion under Article III of the 01/31/10 Annual Church Meeting, or take any other action in relation thereto:**

Chuck spoke on behalf of the Finance Committee in regards to the financial structure and state of the church at this time. Via use of a power point presentation (see attached) a financial breakdown was shown. Steps to recovery were outlined reflecting the deficit budget of \$60,574 for 2010. with a plan to reduce said deficit 20% (\$12,115) by 2011, and to reduce the deficit by 40% each year in 2012 and 2013 so that by 2013 it is hoped to have a balanced budget.

Richard Aberman, representing the Stewardship Team spoke on defining our mission.

## **Inspiration (Divine Influence) + Participation = TRANSFORMATION**

Richard spoke of the need to increase our income/collections and reiterated the goals to reduce the deficit budget over the next few years.. We prayerfully need to consider working toward becoming a tithing church. Fundraising efforts also need to continue as well as a need to for us to develop ways to grow the church by attending workshops designed to assist churches attain these goals.. It is asked that each person come up with a mission project – some activity that they can work on to help in the revitalization of this church.

Richard Brock spoke on the Goals that we will dig in and work towards. They are as follows:

1. Improve communication by April 2010
2. Streamline church operations by year end 2010
3. Improve the Christian sharing of Christ's teachings

We have worked toward the first goal of improving communication within the church and with the community at large through web-site information, e-mails to church members, timely announcements to the community. There is still more to be done in this area including displaying pictures of committee members, leadership, and centralize the coordination of publicity. We need to be a focal point in the community.

Nancy Aberman wrote lyrics to a song entitled "Good Things" (to the tune of "Joyful, Joyful We Adore Thee) and a group comprised of choir members and friends gathered round and sang acapella!!! (lyrics attached) The song reflects all the good things we as a church do have to offer – and we have lots to offer!!!

Steve LeBlanc asked "Everything we need is where?????" RIGHT HERE IN THIS ROOM! Steve spoke about the capital fundraising efforts that were done in the 90's in order to build the addition on this building. There were many who did not think it was possible but initial goals were exceeded and the new addition was built. Last summer, we had a goal to raise funds for new flooring in the Fellowship Hall – those goals were also met. "Everything we need is right here in this room!!!"

Steve asked for any questions. It was asked how the Cabinet intends to get this information out to the people who are not in attendance at this meeting. There will be information put up on the web-site, monthly newsletters, bulletin boards. We need to personally invite people to social events the church has to offer (dinners, fairs, dances, etc).



## Minutes for April Special Meeting (continued)

Deborah spoke on the need for us to have a mission statement/logo to reflect who we are.. There are many ideas we can consider and explore – becoming a teaching parish for ministerial students, health/nursing ministry, child care, playground,...the list goes on! There are workshops offered by the Association and State Conference (Tippers to Tithers, Turnaround Boot Camp to name a couple) that we should take advantage of.

**Article II. To hear and act on any other business and to take any other actions, relative to the Church, and its property, which may be brought before this Special Meeting in accordance with the Bylaws, or take any other action in relation thereto:**

There was no discussion in relation to this Warrant Article item.

No additional business t hand, the meeting adjourned at 12:5 PM.

Respectfully submitted,

Emily J. Knapp, Clerk Pro-Temp

### Good Things (to the tune of *Ode to Joy*)

Good things, good things, Martha Stewart has her good things, so do we  
Lots of great things going on here; on this, we can all agree.  
Music, music, we have music; band and choir and bells and such.  
Christian Ed for kids, and youth group for the ones we love so much.

Jesus said to love our brethren. Mission work is just one way  
That we show this love for mankind; honestly, that's no cliché.  
Penny bowls and hygiene packets, Christmas gifts we send to Maine;  
Walks to raise funds, prayer shawls, foodstuffs... '*mitzvahs*' done in our domain.

Fellowship is all-important and, of course, we love to eat.  
Cafés, dinners, pot lucks, socials, *with-out* them we 're incomplete.  
Can't forget the fair and other bonding events that we all like;  
Square dances and golf and book group, couch potatoes -- take a hike.

Bible study, cent'ring prayer, adult ed everywhere you turn,  
Faith and mental health discussions; active parenting to learn.  
Ministries of many types; an opportunity exists  
For each one with time and talent t' have a way find their bliss.



First Congregational Church  
Special Church Meeting 10-17-2010

Moderator: Tom Stewart called the meeting opened at 11:50 AM.

A motion was made and seconded that Michelle Bridges serve as Clerk Pro-Tem. for this meeting and was so voted.

Article: 1 was read:

To see if the Church Membership will vote to adopt the proposed Version 3.1 of our Constitution and Bylaws which clarifies and updates requirements, standardizes language, and makes needed changes in responsibilities or take any other action in relation thereto:

Allan Barlow made a motion to move that the Church Membership vote to adopt the proposed Version 3.1 of our Constitution and Bylaws which clarifies and updates requirements, standardizes language, and makes needed changes in responsibilities. Kirsten Davis seconded the motion.

Allan Barlow led a discussion regarding this motion and the question was asked: if changing the wording in the bylaws to "Our Church" was appropriate.

Chuck Davis made a motion to amend the original motion in section 1.1 to read "The Name of this Organization is the First Congregational Church Of Georgetown Inc." and will herein after be referred as "FCCG". The motion was seconded.

There was discussion as to why "Our Church" was recommended over the original, "The Church" that this is "God's Church" not "Our Church" that this is a legal document and "Our Church" may not be appropriate. The By Law committee stated that they would like to explore other options.

With no further discussion a vote was taken on the amendment: And when a voice vote could not determine the outcome of the amendment, a hand vote was done and did not pass.



Bob Knapp made a motion to amend the original motion to correct 5.4.3 from the wording "Church Secretary" to "Office Manager" Michelle Brock seconded the motion, motion carried.

The question was raised regarding: 3.1.5 & compensation for Treasurer and Collector

With no other questions, a vote was taken on the original amended motion, and this passed.

Article 2 was read:

To hear and act on any other business and to take any other actions, relative to the Church and it's property, which may be brought before this Special Meeting in accordance with the Bylaws, or take any other action in relation thereto.

Bob Knapp spoke about paying for the renovation. \$260,000.00 has been received from the insurance company. The Cabinet voted to allow up to \$60,000.00 to be spent.

This is broken down as follows:

\$16,000.00 from renovation funds, capital outlay funds, memorial funds and music endowment.

\$44,000.00 borrowed from our housing endowment and will be returned from the cell tower money.

Each month \$500.00 will go to the renovation fund from the cell phone tower money.

Tom Stewart gave an update on refinishing the pews.

With no further business to transact the meeting adjourned at 12:15 PM.

Respectfully submitted,

Michelle Bridges  
Clerk Pro-Tem



## Pastor's Report



*"How shall we sing the Lord's song in a strange land?" (Psalm 137: 4)*

Friends in Christ Jesus...

We have done this together. We, you and me, and God's Spirit. We are the Body of Christ gathered here in this time and place to witness to the gospel in the ways that we are called to do so...we are called to be in the world and yet not of it...we are called to not be conformed to the world but to transform the world with the renewal of our hearts & minds in Christ Jesus.

What an astounding and productive year 2010 has been for First Congregational Church – Georgetown- United Church of Christ! For the details, for the specifics of how each aspect of the congregation's ministry has evolved, please read these annual reports prayerfully. Each Board, committee, and team has listened deeply, set goals for themselves, and written their reports so that you, as members and friends of the congregation, can catch a glimmer of the light of God's grace and love that they are seeking to share with you and feel called to bring to us.

It has been my profound honor and joy to be serving as your Intentional Interim Pastor at this time in the congregation's life. Each day has brought new challenges, new questions, new relationships, new gratitude as I've watched the leadership and staff of this congregation walk into a new day responding with integrity, offering you, the congregation, ways to live out your discipleship and participate in the Christian life as vital members of the congregation. Each month brought new awareness as I've watched more of the members & friends step up to their membership commitments thus strengthening the congregation and widening its vision of who you are called to be, and what you are called to be about in God's name.

The Cabinet set out three goals for itself while inviting each Board, Committee, and team to attend to these goals as they planned their ministries for the year. The three goals were called the Stewardship Plan which will take three years to accomplish and be the first foundational tier of being on purpose in the revitalization of this congregation. These goals wove well with the Interim Tasks that I as Interim Pastor was attending to and encouraging. (The Appendix has an updated version of most of the Interim Tasks.)

Our 'act of God' in March 2010 during the windy, rain storms that barraged the land and people redirected our energies as the Cabinet discovered the depth and breadth of the damage to the church building. Everyone was breathing more easily when we discovered what the insurance would cover - repairing the roofs, sanctuary walls/ceiling, sanctuary rewiring, youth room repair from leaks, and staff parking area. In addition we had other physical/financial challenges like a new furnace, and bringing the Narthex up to snuff with the sanctuary repair.



## Pastor's Report (continued)

The Church Cabinet acted quickly, precisely, delegating the Repair work to the able hands and hearts of the Board of Trustees Repair Team. We shall celebrate and dedicate the new sanctuary on February 13 with our own congregation. We are having an Open House on Sunday, March 13, from 2-4pm to celebrate and thank the community and contractors for their prayers and efforts.

Thanks to each of you the Cabinet's three goals are being met successfully as you will see reflected in our Church Budget. We are well on our way in this the first year of your three year Stewardship plan. There is still a bulletin board full of ways that you can use your time to support the ministries of the church known as God's Household Chores. I pray that your hearts and spirits are swelling not only in satisfaction for a job well done, but in the knowledge that God delivers on God's promises, as we dare to step out in faith. You have done this. Thank you for your courage. This is only the beginning of what God has in store for you.

Highlights for me for the year include:

- the Cabinet goals,
- the 'act of God' and its consequences for renewal & hospitality of this church building,
- The 2010 Confirmation class remains one of the highlights of my year. We confirmed 14 youth in May 2010 reminding them they were 'not graduating but being welcomed as full members into the life of the Church, the Body of Christ.'
- Visiting & spending time with our elders & new members, the Women's Guild inspires me!
- Welcoming Skip Walker, our student intern from Andover Newton Theological School, and welcoming the youth each week for Youth Cube'd (the Christmas Play 'Life 101' was great fun! Thank you, Skip!)
- Prep for and leadership of weekly worship, increase in lay liturgists and faith testimonies
- Seeing our leaders take advantage of conference workshops & resource people
- Holding clergy gatherings here, Listening Hearts Retreat plus Governance & Structure workshops for Essex Assoc. churches, and the upcoming Boundary Awareness workshop for all of our leaders/teachers/staff in Feb. 2011
- Watching the Search Committee become a dedicated, and joyful team who represents the congregation with great faith and commitment as they prepare to search for your next settled pastor.



## Pastor's Report (continued)

- A review & revision of the Bylaws (first time in over 30 years that this has been undertaken!)
- The Cabinet agreeing that we needed to have a Conference Vitality Coach to be a bridge between Interim ministry and settled ministry as the renewal of the congregation continues to emerge.

As we enter this new year, which will be my last with you as your Interim, I pray for many things for you:

The **first** is that while the time remains we wrestle with what it means to have the grace of this renewed sanctuary in terms of expanding the ministries of this congregation. We've used the theme 'Under Construction: Inside and Out'. That was to remind us that this was God's doing in our midst – and that renewal was not just about buildings but about our very hearts and minds. What music, lecture, seminar, workshops, theatre ministries can be created to share the good news of the Gospel in our Congregational Way with the wider community? The **second** is that each adult in the congregation consider committing to one course a year in adult education. It is important that we all be skilled in prayer, bible study, Christian ethics, Christianity & culture, congregational life, and discerning God's call in our lives. What class would YOU be willing to attend? Please let me know. **Third**, we still do not have a mission statement that simply reflects what we are about as God's people here in Georgetown. It would be good to gather and create one that energizes you. We have some good beginnings...just not the right one yet! **Fourth**, our youth need more initiation into the life of our congregation. Let's work together as parents and adults to be examples of discipleship that they can live up to as 'faithful friends of Jesus' at work, at home, in the community, at church. It is still my intent to begin a Youth Deacons team, complete with more training & service. Anyone open to beginning a Young Adult Gathering?!?! **Fifth**, to continue to be pastoral support to all of you as staff, leaders, congregants as you continue to discern God's call to you, and this congregation.

Working with Tom Stewart, our Moderator; the Cabinet; and our enthusiastic and faithful staff have been nothing but a blessing for me. They all bring such faith and hope, insight, good humor, stamina and joy to my life – and yours'. Be sure to share with them your gratitude for these last few years have required much time, prayer, discernment, humility, and energy from the core leadership as they listened how to be about revitalizing this congregation's life together.

I am grateful to God for this pilgrimage in faith we are taking together. The adventure continues. God is blessing us everyone.



## **Interim Tasks Review – July 2010, updated January 2011**

### **1. Come to terms with your history.**

- a. Structural-Began to address leadership issues in terms of no Personnel Committee for staff/clergy relations that oversees the consistent evaluation and support of staff. (The present personnel process of evaluating staff, recommending staff support, done through respective Board/committee has been mostly ineffective. Job descriptions, Personnel policies and procedures need rethinking and revision...) Great progress has been made. The amended bylaws will be put into place after the 2010 Annual Meeting in January 2011.
- b. no Pastoral Relations Team(I-team functioning in this manner during the interim along with Deacons),
- c. little movement of leadership (term limits)-Bylaws Revision Committee addressing this,
- d. clarity on Conflict of Interest (Bylaws handled this/spring 2010 congregational vote)...
- e. Behavioral covenant – beginning with handout “Holy Manners...”
- f. Reconciliation – have gone through the motions – intentional reconciliation has not become part of the church culture – we are not structurally living by Matthew 18: 15-20 (i.e., Board/committee ‘community building/faith sharing’ –reflection/discernment not part of every meeting...more work on behavioral covenant may open this are of Christian living...)
- g. Structure of Church Cabinet/Boards/Committees cumbersome – and not empowering...more teams formed – still not an energizing structure to oversee congregation’s ministries - plan? Had Paul Nickerson come in the fall 2010 to lead a workshop on Governance & Structure – decision to work with a Vitality Coach of the Mass Conference which will bridge the interim and new settled pastor.
- h. Other...culture set up by former pastors/leaders personalities and priorities... are they the congregation’s priorities?!?...Boundary Awareness training for all church leaders/teachers/youth leaders/staff in Feb. 2011 as a response to becoming a Safe Church 7 years ago.

### **2. Become clear about your identity.**



## **Interim Tasks Review – July 2010, updated January 2011**

- a. What are we called here to be about? Does vision statement say it?
- b. Mission slogan – not yet.
- c. Cabinet identified three goals – not really about our identity.
- d. What about ministries – the priorities of those that emerged these past two years? Are we committed to those priorities? Cabinet needs to check these priorities out beyond Cabinet leadership to congregation...how will this happen?
- e. Congregational cafes accomplished intentions – to bring congregation together and to elicit new sense of call to ministries as evidenced in priorities of Cabinet – general well-being of congregational core...
- f. Other?

### **3. Allow shifts in leadership to occur.**

- a. Some progress in bringing newer persons into the inner circle of the Cabinet and its work...more movement needs to happen...those on Cabinet more than 5 years need to let go for a year and move on to something else...new Moderator, Clerk, and Treasurer will free up longtime leaders and establish new energy in the Cabinet (Developing youth leadership is a conversation worth having...one idea is the possibility of creating a Youth Deacons wing of the Deacons...)
- b. Leadership training – accountability & ministry development – needing attention...for all church leaders and staff
- c. Annual Calendaring for leadership held in June for first time – agreement to check back in the fall – done. Helpful to have everyone on the same page a few months ahead!!!
- d. New ministries are self-starting: Prayer Shawl Circle, Health Ministries Team, Community Prayer Box

### **4. Rethink/renew linkages to your denomination and the church at large.**

- a. Much progress here – our leadership has attended conference workshops on ‘tipping to tithing congregations’, hospitality, stewardship, hosted a spring association meeting, hosted a retreat day with Margaret Benefiel, brought back the ecumenical Thanksgiving service, expanded adult ed to the community



## **Interim Tasks Review – July 2010, updated January 2011**

- b. At the same time, there is a need for even more connections with state/national resource events by all staff persons/leaders...(Mass Conference UCC supports its clergy and churches better than any other conference in the UCC...let's take advantage of this blessing and resource...)
- c. Conference Vitality assessment being set up...for fall 2010. Done. We will have a Vitality coach in 2011.
- d. Other...

### **5. Make a commitment to new leadership and a new future.**

- a. CE Director position working well
- b. Church Secretary/Administrator working well yet position still in transition, needing to be nailed down once Personnel is in order
- c. Staff meetings monthly – staff evaluation/professional development needing more attention once Personnel is functioning
- d. Search committee is formed. Preliminary congregational profile complete as of 1/11... This team is energized and represents the congregation well.
- e. Are we going to renew Interim contract, under what conditions? ( Yes. Date for renewal is September 15, 2010...with the understanding that Deborah is with us until at least June 2011 because of the commitment we made with Andover Newton Theological School – Field Ed program since she is officially Skip's Field Education Supervisor.)
- f. Commitments to much needed renovations due to an 'act of God' – roofs, sanctuary, Fellowship Hall. Giving thanks...Renovation/Repair Team overseeing the work with the General Contractor. We hope to be back in the sanctuary in February 2011. Celebrations are now being planned.
- g. Sustainability of ministry – the three year stewardship commitment is stated as an economic commitment when in actuality it is a commitment to the sustainability and participation of all members/friends in this congregation's life – needs completion and clarification
- h. Teaching Parish this coming year 9/2010-6/2011?!?! - Cabinet prioritized ministry possibilities at the July meeting. In order the ranking is Three year Stewardship challenge (Newcomers Team and 'tipping to tithing congregation,' all mem-



## **Interim Tasks Review – July 2010, updated January 2011**

ber canvas, Youth Ministry, Teaching Parish, Community Meal. Others on the list include family ministry & earth stewardship...) The TPC has been formed and has called our first student minister in conjunction with the Andover Newton Theological School Field Education program. We welcomed Lawrence 'Skip' Walker, Jr. as our student minister this fall. He is working with youth, establishing links with the Church & Ministry Committee of the Essex Association, preaching monthly, while inviting the congregation to meet him for lunch once a month at a local restaurant. Be sure not to skip lunch with Skip ☺ he reminds us!



# Moderator

## Moderator's Report

I announced at the January 13, 2011 Cabinet meeting I would not be pursuing a fourth term as Moderator of the First Congregational Church of Georgetown. In December 2009; I decided if elected at the January 2010 annual meeting, this would be my last term as Moderator of the First Congregational Church of Georgetown. I have enjoyed my role as Moderator and found it a privilege to serve the church. I have always focused on what is the best interest of the church while putting aside personal relationships.

When I was first elected as Moderator in January 2008, the church was facing many challenging issues. The resignation of the previous Moderator Karen Flom and subsequent resignations of then the Co-pastorate, Eric and Sara Marean, began a new period in the development of this church. During this period there were many different positions on how to best build a new future. As Moderator, I listened to the many voices inside and outside of the church and perhaps most importantly for the voice of the Holy Spirit. During private prayerful reflections I continuously had a vision of a total church transformation. This vision would not go away and was sometimes so prevalent it almost became an intrusive annoyance. As Moderator, I felt a calling to create an atmosphere of change while serving as an agent of change for the First Congregational Church of Georgetown.

After becoming Moderator, the first issue the church faced was how the Co-Pastorate Mareans should depart the church. Some believed the Marean contract should have been bought out ending their service to the church immediately. However, I believed, financially, spiritually and for the first "building block" towards having a successful future settled pastor, it was in the best interest of the church to honor the 90 day termination period of the contract. The next decision was whether or not this church would enter a period of Intentional Interim. As Moderator, I discussed this at a Cabinet meeting and presented this idea to the Diaconate. I then invited the Area Conference Minister Carol Atwood Lyons to meet and discuss this possibility with the Diaconate. This Diaconate agreed, worked very diligently with the end result being calling Reverend Deborah Adams as the Intentional Interim Minister. Reverend Adams service to this church has been nothing less than excellent.

While running Cabinet meetings over the last three years, the Cabinet wrestled with and worked through many challenging agenda items. Conflict of interest, examining personnel policies and practices, replacing the floor in Fellowship Hall, implementation of Safe Church policies, changing wedding eligibility to include couples from outside the church membership, supporting the hiring of a Christian Education Director, discussions on term limits for church leaders, discussions and securing a cell phone tower contract, discussions of a Behavioral Covenant, voting this church to become a teaching Parish, creation of Apology Teams, expanding aspects of pledge knowledge, a Cabinet driven Revitalization Plan, utilizing a Vitality Coach and an overall Re-vitalization plan for the church, approving the Search Committee nominees for a Settled Pastor as recommended by the Moderator, discussions and meeting with church consultants on their possible utilization, Open and Affirming discussions, and, the first ever external financial audit to name just a few. I am proud to say the Cabinet of this church discussed and worked through many of these topics to meet the challenges of change while facilitating church growth moving towards a more positive direction. The Cabinet of the First Congregational Church of Georgetown has accomplished an impressive amount of work over the last three years.

As the Moderator, one responsibility is to create and put forth an agenda while sometimes remaining neutral to the outcome of the specific issue put forth. Sometimes this invites differences of opinions over what is in the best interest of the church. I would like to thank everyone for their support, challenges and prayers over the last three years. I look forward to running the Annual Meeting in January 2011 and passing the gavel to the newly elected Moderator. I look forward to supporting the agenda items put forth by the next Moderator.

Lastly, I would like to take this opportunity to recommend some considerations for the next Cabinet and Moderator:

1. I appreciate and understand that sometime issues take time to develop in a church. I believe, however, that some issues need to be made a priority and carried out more expeditiously. For



## Moderator's Report (continued)

example, all were in agreement that safe church policies should be implemented but for various reasons it took almost 8 years for this to become a reality. I think it would be best for the church, in the long run, to prioritize and implement such a policy that processes some issues much more expeditiously.

2. I support the very important work Peggy Smith has done to create a Behavioral Covenant. I first spoke of a Behavioral Covenant following conversations with Reverend Ellie Richardson in the summer of 2008. The Cabinet voted to accept a Behavioral Covenant on January 13, 2011. I believe the Behavioral Covenant is an essential building block in the future of this church. I am confident that all members will work to follow and further develop the Behavioral Covenant.
3. I believe term limits for leadership is important to the vitality of a church. While the Bylaws Committee ponders this, I invite all church leaders to consider implementing self imposed term limits.
4. At the Conference level I have supported the creation of a Moderator's Group run by Area Conference Minister Don Remick. I recommend that any future Moderator attend and participate in the discussions of this group.
5. The Open and Affirming process will be another step of tremendous growth for the First Congregational Church of Georgetown. I ask everyone to prayerfully open their hearts, examine their prejudices, and invite individuals and their families of the GLBT (Gay, Lesbian, Bisexual and Transgendered) Communities into the life of this church.
6. For future Moderators in this church there is a wonderful resource within the church – former Moderators. I would encourage the creation of periodic meetings of these individuals for support and possible mentoring.
7. I recommend positions such as Assistant Moderator and Assistant Clerk be added to the bylaws to assist creating a new path of the leadership development at the First Congregational Church of Georgetown.

Respectfully Submitted,

Thomas W. Stewart, Moderator



## Clerk

### Clerk

#### Membership Information

Members as of 12/31/09	186
Deaths	0
New Members	11
Confirmation Class	14
Total Membership as of 12/31/10	211

#### Confirmation Class Members

*Benjamin Brock, Christopher Chiklakis, Elena Chiklakis, Bridget Edwards, Melissa Edwards, Kyle Gillen, Matthew Hartford, Kristin Hogan, Michael Hogan, Aidan Kelly, Jennifer Lutes, Connor O'Grady, Andrea Pantano, Emma Szkutak*

#### New Members

*Michael Bridges, Michelle Bridges, Cheryl Mogavero, Joe Mogavero, Pamela Patrie, Heather Sapp, Michael Tardy, John Vasily, Lana Vasily, Charles Wilson, Michelle Wilson*

#### Baptisms

*Addison Murphy*

#### In Memoriam

*Church Friends: Michael Cutting, Carol Dispenza, Margaret Fleming, Virginia Kinney, Richard S. Magown, Dorothy Pingree, Harold Roberts*

#### From The Ministers Records

Baptisms:	1
Weddings:	0
Funerals:	

Respectfully submitted,

Emily J. Knapp, Past Clerk



# Diaconate

## Diaconate

2010 continued our transition between settled Pastors. We have been incredibly blessed to have been brought Interim Pastor Deborah Adams who has shared her incredible level of understanding and energy to our congregation. New ideas flow on a regular basis which we continued to work through and incorporate in our worship. We want to sincerely thank, on behalf of both ourselves and our Church Family, all of the members of the Diaconate that despite being short of members on our board, made 2010 a great success! Rachel Edwards, Allan Barlow, Steve LeBlanc, and Gladys Kneeland worked diligently to accomplish our goals. It has been an honor to serve with this team.

Four of our members participated in the "Listening Hearts" retreat (sponsored by UCC) held in January.

The Easter Sunrise Service was held at Camp Leslie with great participation and weather. Baptisms were also performed in the lake.

In May, Diaconate participated with the Confirmation Class, welcoming a class of 14 new members. The class presented a compilation of the Statements of Faith which they individually prepared. These were moving and truly enlightening, seeing that our youth are focused on their faith.

This year we continued the new tradition of Summer Worship on Wednesday evenings. Attendance was good throughout the summer as more appreciated this alternative to Sunday worship.

Our Autumn worship was moved to Fellowship Hall on the first floor while the Sanctuary was under renovation. While originally hoped that this would be completed by the Lenten Season; regretfully this was not the case. While a bit inconvenient, the Fellowship Hall worship venue has added a new, more intimate dynamic to worship. We look forward to dedicating the renovated Sanctuary in early 2011.

The annual Thanksgiving Eve Ecumenical service was held at St. James Episcopal Church of Groveland. Several faiths were represented and shared their experience in the American culture.

In addition to the well-attended 7 PM Christmas Eve service, an added service at 11:30 PM was offered. This later service included communion and a quieter, more reflective atmosphere. This service was well attended, and many positive comments were received for this new alternative for Christmas worship.

Diaconate also moved forward in supporting our congregation becoming a Teaching Parish. We voted to support creation of a Teaching Parish team which would assist the Student Pastor through his or her experience with our congregation. It was felt that both the additional perspective and the deepening of faith would be an additional strengthening of our Church.

New members were received in January and in October. They were welcomed with a brunch held in December.

The Diaconate Memorial Fund provided financial support for some of the renovation expenses related to improved lighting and the electrical infrastructure in the sanctuary. A Community Prayer Box was funded and initiated which brought another inclusive aspect to our worship. Additional new plastic tables were purchased for use during functions, to replace those that had served their useful life. Additionally the Diaconate Fund again provided support for Georgetown Senior Celebration (for HS graduates) and other local missions.

Diaconate was very supportive of creating a community meal to be held on a periodic basis to serve those in need from our community. Regretfully we were not able to get enough interest from those who could coordinate and staff the mission. We are hopeful that at some point in the future this mission idea will turn into a reality.

We have continued to support the goals established last year through improving our communications. We hope that our periodic insertions in the newsletter, and announcements from the pulpit have helped promote an understanding of our activities and priorities.

We are thankful for the opportunity to serve the church and contribute to Jesus' ongoing ministry.

Respectfully submitted,

Chuck Davis, Tracy Southwick, Co-Chairs



# Christian Education

## Board of Christian Education

The Board of Christian Education continues to promote the cooperative church school model under the guidance of our director, Gloria Webster. With this model we encourage and promote the involvement of parents and others in the Sunday school programs. We have continued to recruit teachers and helpers in the Sunday school. In cooperation with the safe church committee we were able to have all teachers CORI/SORI checked. This year we had a pre-school program, 1<sup>st</sup> and 2<sup>nd</sup> grade, 3<sup>rd</sup> and 4<sup>th</sup> grade and grades 5,6 and 7 together. This year the Board was supportive of Rev. Deb as she worked with the Confirmation class of 13 students. This class met weekly with Rev. Deb and had a variety of activities including an overnight trip to a cathedral in NYC. The class of 13 was confirmed in May.

The current school year was kicked off on Rally Day with a visit from Lemon the Duck. This was a story of a duck that was born with a disability and how he was able to live with this challenge. The kids really seemed to enjoy meeting Lemon and hearing his story.

This Fall Gloria presented a lesson for the Sunday school, which explained and taught students about Communion. The Board also reviewed the curriculum and decided to change to The Whole People of God. Gloria researched curriculums and felt that this one was a good match for our program. This curriculum follows the lectionary and is available online. It is more accessible to teachers and seems to be user friendly. This curriculum was also a significant savings to the budget.

In November the Sunday school sponsored a food drive, which was very successful.

In December we had our annual Advent workshop in which the kids were able to make crafts and have special fellowship with adults from the church.

We concluded the year with the annual Nativity Play, which involved all of the students in the church school. This event is a crowd pleaser and the kids enjoy it. The sheep are really cute too.

The Board members continue to feel privileged to support and guide the youth of our church.

Respectfully submitted.

Jo Anne Kelly, Chairperson BCE



## School Superintendent

### Christian Education Director

Our Church School classes and family events were busy and energized with a dedicated staff of teachers and other volunteers who shared their faith and love with the children in Grades pre-Kindergarten through Grade 7.

To encourage parents to attend church meetings after worship we provided activities for children several times.

Annual traditional events included the Valentine Sunday sale of cookies and crafts to benefit Heifer, International; an Easter egg hunt in April; Children's Day in June with "David and Goliath" theme in tribute to Evelyn Boose, a former long-time Church School superintendent.

We began the Fall season with "Lemon the Duck" as special guest at Rally Day. We welcomed three new Church School families, the Grafs, Lucidos, and Byrons. One of my goals was realized when we had a special class for children in Grades 1-7 on the sacrament of Holy Communion. I hope to continue with classes on how we worship, including learning the Lord's Prayer, the Doxology, Prayer, and the Church Seasons.

A new curriculum is being used now, Whole People of God, from the United Church of Christ and following the lectionary. Our teachers are: Michele Wilson, pre-Kindergarten/Kindergarten; Kirsten Orender and Cheryl Mogavero, Grades 1-2; Jeff Fitzpatrick, Grades 3-4; Carol Lutes and Rich Brock, Grades 5-7. Also on our teaching teams are Eileen Schneider, Rachel Edwards, Michelle Bridges, Karen Wilson; student assistants are Kevin Southwick, Jen Lutes, Jonathan Brock and Elena Chiklakis.

Our Advent-ure workshop and Christmas Sunday Nativity worship service concluded the year. We are very thankful for all those who helped in various ways. We had classes every Sunday except Easter and December 26th. The fellowship of First Church and the members of the board of Christian Education have made my work easier and so pleasant. I am grateful to be serving here.

Some goals that I have for 2011 include the possibility of offering a course in sexuality to middle-school aged children sponsored by the UCC; continuing a study of our worship (see above); having more parents involved in our teacher teams; and setting goals of Faith and Development for our children. The CE Board is now studying the latter subject with Dorothy Blanchard, RevDeb, and myself. We will plan an all-church discussion soon so that all parents can share their ideas and, together, write a faith statement. Blessings to all for a healthy and happy year.



## Trustees

### Trustees Report

The members of the Board of Trustees, Chairman Rich Brock, Steve Pinto, Brendan Comiskey, and Jo Stewart have had a productive year. Alan Gould also served for part of the year. We also need to extend a special thank you to Chuck Davis and Steve LeBlanc for their ongoing assistance with the electrical, heating, computer, and sound systems.

In February of 2010, the Church sustained major damage as the result of two storms. These storms caused extensive damage to the roof where substantial water leakage occurred into the attic and sanctuary. Extensive water damage occurred to the sanctuary ceiling and walls, as well as to the sanctuary floor.

A claim was submitted to Emery & Webb, who agreed to finance the replacement of the church roof, the replacement of the sanctuary ceiling, the repair of the sanctuary walls, the replacement of the sanctuary floor, and upgrade the electrical within the sanctuary to bring it up to current code requirements.

In April of 2010, G.L. Clark Construction of Andover MA was hired as the General Contractor to begin the repairs to the roof and sanctuary. In May of 2010, the existing roof was removed, and a new GAF Slate line shingles were installed. The entire roof, excluding the steeple, was replaced.

On August 2, 2010, the Church cabinet held a special meeting and approved a motion to begin the repairs to the sanctuary. On August 25, 2010, G.L. Construction began the project by removing the pews from the sanctuary and storing them off-site. The original project scope included the following:

1. Removal, storage, and reinstallation of the interior furnishings
2. Encapsulate and protect the pipe organ
3. Repair the stain glass and storm windows on the front of the church
4. Removal of the floor tile
5. Install and removal of scaffolding
6. Demolition and disposal of ceiling plaster and lathing
7. Electrical – upgrade to current code requirements
8. Insulation of the ceiling and walls
9. Blueboard and skimcoat walls and ceiling
10. Install subfloor and VCT tiles

A Renovation Team was organized to assist the Trustee with oversight and management of the various sub-projects that occurred during the sanctuary repair. Team members include Rich Brock, Steve Pinto, Steve LeBlanc, Bob Knapp, Megan Lichty, Deb Lamoureux, Chuck Davis, and Rev. Deborah Adams (ex officio).

Although the initial project scope was extensive, the Renovation Team agreed that additional work was necessary in order to insure that the sanctuary is functional for the groups and organizations that use the church, warm and welcoming to our guests, as well as beautiful and inspiring to our members and parishioners.

As a result, the project scope expanded to include the following:

1. Additional electrical work to include Audio and Video wiring, enhanced, efficient lights, upgraded control panel. Upgrade electrical in Narthex.
2. Upgrade the floor to Stainmaster LVT under the pews and in the front of the church
3. Install rugs in the aisles, back of the church, and on the balcony stairs



## Trustees Report (continued)

*(Continued from page 37)*

4. Replace rugs in Narthex.
5. Paint the walls in the Narthex.

Although the original project timeline was forecasted at 8 – 12 weeks, the amount of work necessary to complete the repairs has taken longer to complete than originally anticipated. The repairs are anticipated to be completed by February 15, 2010.

In addition to this major renovation project, the Trustees were busy throughout the year with day to day maintenance. Here are the highlights:

In xxx 2010, the Church signed an agreement with T-Mobile to allow T-Mobile to lease the steeple with for the transmission and reception of radio communication signals and for the construction, installation, operation, maintenance, repair, removal or replacement of related facilities, including, without limitation, antennas, cabinets, and related activities.

In August 2010, the Town of Georgetown approved a variance to allow the installation of the cell-phone tower within the church's bell tower, on the condition that the replacement tiles closely resemble the existing slate tiles of the steeple's roof. It is anticipated that the T-Mobile will begin the installation during the Spring of 2011.

In October 2010, the heating system for the church was replaced. Since the three oil tanks were just about full, the new heating system continues to burn oil. However, the new system can be easily switched to gas. A decision will be made in the future in terms of whether we will switch from oil to gas.

In November 2010, G.L. Construction was hired to repair the exterior wall of the Youth Room and to prevent water from entering the church. Through observation, it was determined that the slope outside the Youth room was causing the water to run toward the church, versus away from it. Excavation and re-sloping the grounds eliminated the leakage, and the Youth room door was replaced with a new footing, wall, and window.

The internal alarm within the fire alarm box continues to go off at inopportune times. As the maintenance cost continues to rise, it is anticipated that the alarm box will be replaced in 2011.

A floor buffer was purchased to maintain the Fellowship and Long Room floors.

The Sexton continues to do an excellent job keeping the church clean and tidy for all that use the church. Special thanks to the entire Edwards family for their assistance.

Respectfully Submitted

Richard Brock, Chairman, Board of Trustees



# Music

## Music Committee

The Music Committee would like to thank our enthusiastic and talented leaders for their faithful and inspired contributions to our music program: Organist – Emily Knapp; Music Director – Bob Knapp; Assistant Junior Choir Director – Marion Harding. We are truly blessed to have their musical leadership.

We would also like to thank all those who have participated in the Junior Choir, Senior Choir, Bell Choir, Band, and all those who as well as those who have accompanied and supported these groups whenever necessary. We'd also like to thank Katie DeSisto and all those who provided music during the summer. Music is a vital part of our worship and your efforts enable us to truly 'Make a Joyful Noise unto the Lord'.

We held a celebration for the years of service given by Evelyn Boose in leading the junior and youth choirs and our bell choir. She was honored in a special service with junior choir alumni singing one of her favorites, "Feed My Lambs". Also, a "Giving Tree" was planted on the front lawn in her honor.

We still have a number of the old Pilgrim Hymnals. If you would like a copy please contact a member of the committee or the church office.

In June the 'World's Most Dangerous Church Band' again provided entertainment for the Strawberry Social.

We look forward to enjoying the sounds of our magnificent organ when the renovations to our sanctuary are complete.

On December 19<sup>th</sup> we celebrated with Outdoor Caroling event, letting our joyful voices out at Carlton Home and around the Square before returning to the Church for hot cocoa and homemade cookies.

Our choirs and band are always looking for additional members. Join us! The only requirement is your desire to 'Make a Joyful Noise unto the Lord'.

Respectfully submitted,  
Dwight Southwick, Chair  
Kimberlee Osgood  
Sharon Lee  
Katie Pelletier



# Guild

## Women's Guild

In February we held our work bee for tying baby quilts and counting Penny Bowl change. Ten quilts were completed and sent to a needy mission in India. Our quilts travel to many corners! Last year's quilts stayed in the Boston area, and were distributed to babies in crisis in Dorchester and Roxbury. We also contributed to a "home ministry" when we voted scholarship funds for the UCC March Women's Celebration in Portland.

Our March meeting highlighted beautiful quilts! Gloria Webster shared her quilts and their stories of women in the Bible. A delightful time was had by all, and many of our members also had quilt stories to share.

Our Guild initiated a drive to provide hygiene kits for distribution, through Church World Service, to earthquake victims in Haiti and Chile. With the help of the congregation, supplies for thirty kits were completed and shipped to CWS last spring.

Dan Meader entertained us in April when we held a "Mini Road Show". None of us had treasures worth thousands, but we had a great deal of fun telling about the items we brought and learning interesting things about them. Dan topped off the afternoon with his amazing collection of historic photos – many were pictures of our church, and the original architecture's drawings of our church building. Michelle Brock also gave us a report on her positive experience with the Women's Celebration in Portland, Maine, where she very ably represented us.

For our annual May Luncheon outing we went to the Holy Grail in Epping, NH., a fun venue (a former Catholic church turned into an Irish pub!) but rather noisy. We enjoyed the food and fellowship, however, as we tied up loose ends to begin our summer hiatus.

We were honored, in September, to welcome our own Rev. Deb as guest speaker. Deborah described her faith journey and some of her interesting experiences while serving varied churches in their interim periods.

We do not hold meetings in October. Instead, we put our efforts into the Annual Fall Fair. Again, this year we spearheaded the Cookie Walk, always a popular shopping area. Thanks to all those who supported this year's "Walk". Everyone enjoyed the delicious variety of cookies that added significantly to the Fair's profit.

Our friend, Faith Johnson, of Georgetown took on the roles of courageous women who served as early missionaries during the founding days of the American Missionary Society. Faith, retired from UCC leadership on the national scene, was our speaker for November.

Ending the year on a festive note, we were once again invited to Barbara Morehouse's lovely home for a Christmas Luncheon. Barb had an inspiring Christmas story to tell, and we enjoyed a warm and friendly time with Christmas carols and sharing memories of past Christmases. Socks were collected for Ruth's House, adding up to 110 pairs.

Sadly, we lost one of our members this year. Virginia Kinney passed away after a long illness. She was a staunch supporter of Guild when she was well enough to attend, and enjoyed our activities. We contributed to the Memorial Fund in her memory.

We look forward to the year ahead with interesting guests and activities. Our mission project for the spring will benefit close-to-home The Giving Tree, based in Topsfield. This organization helps needy families of the Merrimack Valley, and we will send our baby quilts there, along with layette supplies. We will be asking the congregation to help with these gifts.

Our group holds approximately seven meetings a year and we welcome newcomers to our "bring-your-own-sandwich" lunches. A committee, each month, provides desserts and beverages. If you are free during the day, please consider joining us in our 88<sup>th</sup> year of service and fellowship.

Respectfully submitted,

Joan Chatterton, Secretary



# Mission Coordinator

## Missions Coordinator

It has been another difficult year for many and there is much need in our local and worldwide communities. Your time, talents and resources are greatly appreciated. The following are some of our mission activities for the year. Additional activities are reported by other groups, committees and/or boards:

- The Church School raised \$372.00 for Heifer Fund of which \$346.00 was from the February Valentine Candy Sale and \$26.00 was from treasure box donations.
- The Women's Guild made quilts for babies in crisis and hygiene kits for Church World Service which were shipped to Haiti and Chile to aid in disaster relief.
- Through the use of our facilities Moonlight Productions had a benefit show which raised almost \$1,000.00 for UNICEF to aid Haitian relief efforts.
- The Lenten Offering was \$1,688.00, with 80% directed to the Southwick Star Island Endowment and 20% directed to aid for local families.
- Neighbors in Need (NIN) offering in October on World Communion Sunday went to support US and worldwide justice and compassion ministries. Donations of \$310.00 were received.
- The annual UCC One Great Hour of Sharing offering was \$349.00, \$25.00 of which was received from Church School treasure box donations. The offering was directed to aid disaster relief which included Haitian earthquake relief.
- The Cheap Chic Fashion Show organized by Nancy Aberman in October raised \$420.00 for the Jeanne Geiger Crisis Center.
- Donations of Non-perishable food items, etc., were collected on Children's Sunday for Emmaus House in Haverhill which provides housing and services to homeless adults and families and on Rally Day for "The Pantry" here at Church.
- The Advent offering was \$3,248.00 with 50% directed to the Capital Outlay fund and 50% directed to The Massachusetts Conference of the United Church of Christ (MACUCC) for Haitian relief.
- Christmas gifts were donated to the children of H.O.M.E. (Homeworkers Organized for More Employment) in Orland, ME. A monetary gift of \$35.00 was also sent.
- Thanksgiving food donations were collected for The Pantry. Lead by Skip Walker, our youth made up and distributed food baskets to individuals and families in our community. In general this year, there was participation in stocking The Pantry shelves, refrigerator and/or freezer through your generosity and that of various community groups and individuals.
- Newsletter information for various events included: Earth Day in April; Project Bread Walk for Hunger in May; Emmaus, Inc.'s "Cycle for Shelter" in July; the National Association of Letter Carriers Stamp Out Hunger Food Drive in May; and fundraising walks for the Jeanne Geiger Crisis Center Annual "Walk Against Violence" and the Essex Association Annual Crop Walk in October.
- Contributions to MACUCC for the funding of outreach programs were 5% of our weekly pledges for a total amount of \$4,168.38 for the year.
- Additional disaster relief to MACUCC was \$957.42.
- The Prayer Shawl Ministry continued and our group knitted and/or crocheted many more lovely shawls which were distributed to individuals in need of healing and/or comfort. A blessing of the shawls was held during two Sunday church services.
- Church contributions were made to the scholarship fund at Andover Newton Theological Seminary, \$300.00, and the Essex Association fund for in-care students, \$400.00.
- UNICEF received \$97.00 and the Adams & Dole Endowment funded \$2,000 in local aid.

Suggestions, ideas and/or thoughts for future mission activities or projects are always welcomed. Let us all practice deeds of kindness whenever and wherever possible. "Life, like a mirror, never gives back more than we put into it." (Anonymous)

Respectfully submitted,  
Diane Townsend



# Fair

## Fair 2010

Friday, October 22 & Saturday, October 23

Co-Chairs: Michelle Brock & Deb Lamoureaux

Our entire church family has risen to the occasion again! Everyone involved should be congratulated on yet another successful church fair.

The "Annual Fair" is our biggest and best fundraiser of the year. The new format continues to work well. We had some of the same crafters from years past and new crafters as well. One of our new crafters, in particular, enjoyed himself so much that he stayed on after the close of the fair on Saturday and helped with the breakdown, set-up for dinner and stayed for dinner!!! This is a great testament to the warm & inviting community our church and members are.

All of our favorite committees and tables (in-house) were as usual at top of their game. The fair would not be the same without these people. The preparation in the weeks leading up to the fair is by far the richest time we as a church family spend together laughing and sharing stories.

Saturday was a beautiful day outside and was the perfect place for some new additions to the fair. This year we had animals of all shapes, sizes & breeds (some real & some stuffed!) being blessed on the front lawn. Also on the front lawn we had a temporary spray on tattoo tent. Those of us who would never dare to get a real tattoo enjoyed the experience of seeing what type of tattoo we would get & got one!!! You would be surprised to see who actually got these!

The new racks we got for the White Elephant helped the setup & take down go more quickly. We had an incredible amount of donations for our successful raffle this year. The guys had another successful golf outing which added to our coffers. Another new element to the fair was our Shabby Chic Boutique! The Mother Daughter Tea sold out 2 rooms with 2 seatings!

With the 2011 Annual Fair on the horizon there will be a few changes. After 3 years as co-chair, Michelle has decided to step down. Her hard work and dedication over the past 3 years will be greatly missed.

Another idea has come to the surface and needs to be discussed. Make the fair a one day event instead of 2. Move some of the elements (lobster lunch, the tea & the Shabby Chic Boutique) to other weeks throughout the year. This way we can open the doors to the community more often and not exhaust our own members who work so hard during the fair weekend.

We would like to talk about this more during the coming months. Please let us know your feelings and comments.

Thank you for all your generous time, love and support.

Michelle & Deb



# Flowers

## Flower Committee

Our resilient gardens survived torrential downpours, mid-summer drought, falling debris, and construction equipment this year, yet still provided a good show of color and a bumper crop of weeds. In a couple months, the insults of the previous season will be forgotten as the snow melts and the first crocuses poke through the leaves. Many thanks to everyone who pruned, raked, pulled weeds, and planted.

### Highlights of 2010:

- The Giving Tree (a lovely young dogwood) and plaque now grace the front lawn in appreciation of Evelyn Boose's many years of service to the music programs at our church.
- Michelle Bridges and Nancy Clift created festive fall decorations around the outside of the church for the fall fair.
- Thanks to our neighbor, John Face, the back planters looked spectacular again last summer.
- Deb Lamoureaux and Marti Walsh's Daisy troop planted blanket flowers in the front gardens.
- The old yew stumps were ground down and grass planted on the bare spots.
- A variety of arrangements brightened the communion table, paying tribute to both loved ones and the seasons. Thank you to all who provided flowers and made donations to Christmas and Easter plants in memory of loved ones.

Please consider sharing flowers from your garden with us for our weekly services. The loan of a pretty house-plant or a simple bouquet of whatever is blooming in your yard is always appreciated. Donations of any amount in memory of loved ones or to honor someone special are also welcomed.

Once again, we thank everyone who has helped to brighten the inside and outside of the church with flowers or donated time and strong backs to help with gardening chores.

Sincerely,

Michelle Brock and Jaime Krenn



## Social

### Social Committee

The Social Committee has continued to host coffee hours and special events during 2010.

Special events included:

January - The Pot Luck luncheon after the Annual Meeting was a great success and will continue for 2011. I appreciate everyone's contribution of soups, sandwiches, and desserts at this event!

February - We provided refreshments for the "Listening Hearts" Retreat.

May - We hosted the Essex Association Spring Meeting. The attendees were treated to a wonderful assortment of breakfast treats. We also hosted in May a luncheon for our Confirmands and Church Family. Again, many thanks to all of you who helped make sandwiches, serve and clean up.

Even though Kirsten Davis stepped down from this position after 14 years her help has continued to be invaluable. Thank-you, Kirsten!

I will continue in 2011 to serve as Chairperson. I would like to thank all those in our church who have helped me with coffee hours, special events, receptions, and luncheons with their baking, serving, coordination and cleaning up. It has been an easy job thanks to the efforts of all of you!

Please consider serving on the Social Committee!

Janice Murphy



## Hospitality

### Hospitality Committee

2010 has been a very exciting year for our church.

In February and March we provided refreshments for our Country/Square Dancing Events.

Since our sanctuary is being repaired, the Hospitality Team presented the congregation with hard hats on Rally Day to symbolize that we are "Under Construction."

We are still encouraging families to sign up to Greet and Collect the Morning Offering for (1) Sunday and to do (1) Coffee Hour. Sign-up sheets are out during Coffee Hour.

"Thank-you to our 2010 volunteers."

A new church brochure is in the process of being completed.

We still would like everyone to wear their name tags on Sunday's. This is a great way to greet new members and visitors to our church.

The Hospitality Team is always open to new ideas and suggestions, please contact one of the members of the team.

Thank-you!

Janice Murphy  
Kirsten Davis  
Nancy Clift  
Deb Lamoureaux  
Laura Zalewski



# ByLaws

## Ad Hoc Bylaws Revision Committee

**Version 3.0 of the Constitution & Bylaws was adopted at the 2010 Annual Church Meeting. Version 3.0 accomplished the following:**

1. Updated section **2.0 FAITH, POLITY, AND FELLOWSHIP**
2. Inserted a new section, **3.0 DEFINITIONS**, and adjusted the 1<sup>st</sup> digit of the following paragraph numbers accordingly;
3. Clarified and updated section **4.0 MEMBERSHIP** (was 3.0);
4. Updated and added some duties to section **5.0 CORPORATE ORGANIZATION** including annual performance appraisals for all paid staff members;
5. Added some minor requirements to section **6.0 MEETINGS**;
6. Added to the title of section **8.0 SPONSORED ORGANIZATIONS** and;
7. Added a new section **10.0 CONFLICT OF INTEREST**.

**Version 3.1 of the Constitution & Bylaws was adopted at the 17 October, 2010, Special Church Meeting. Version 3.1 accomplished the following:**

1. Replaced all references to “the Church” and “this Church” with “our Church” and also makes supporting changes in tense to correct grammar;
2. Changed all occurrences of “Music Director” to “Director of Music” to clearly differentiate this paid staff position from unpaid (volunteer) Choir Directors;
3. Removed many superfluous words where there is no impact on intent, clarity, or meaning, e.g. the term “Pastor and Teacher” is now listed only once (para 5.1.1). All other instances of “Pastor and Teacher” and “Pastor/Teacher” are reduced to “Pastor;”
4. Added some occasional descriptive words to clarify intent or clarity with no intended impact on meaning;
5. The Pastor is no longer required to be a CORI/SORI officer. The Safe Church Committee must insure that a second committee member becomes a CORI/SORI officer;
6. Updated the term “Diaconate Fund” to “Local Aid Endowment and “Dole Fund” to “General Expense Endowment” wherever they occur;
7. Clarified the Finance Committee’s authority to manage, approve, and authorize the Treasurer to expend Church funds because of membership approval of a budget thereby negating the need to have special motions to do so at each Annual Church meeting.
8. Removed the portion of section **6.0 MEETINGS** that applied to the Cabinet, Boards, and Committees, and made it Policy.

However, there was a motion to amend the proposed change of item 1 above by striking the term “our Church” and replacing it with “FCCG” (meaning The First congregational Church of Georgetown) because some felt that this Church is “God’s Church” and not “our Church.” On the basis of the Bylaws Revision Committee’s promise to come up with a more appropriate term, the motion was defeated. Since then we have come up with the term “Our Congregation” and defined it as meaning The First Congregational Church of Georgetown, Inc. We will propose this change in the next version. Because The First Congregational Church of Georgetown, Inc. is legally incorporated as a non-profit business in the Commonwealth of Massachusetts, our Constitution & Bylaws is an official legal document in which we must be careful what we say and how we say it. Consequently we have had this change reviewed and approved by lawyer John Anderson.

The Constitution & Bylaws Revision Committee:

Allan R. Barlow, Dorothy Blanchard, and Robert Knapp



## Personnel

### Ad Hoc Personnel Committee

The second Ad Hoc Personnel Committee was formed to create a policy for fair and equitable treatment of the Church's paid staff. The team of Dorothy Blanchard, Chuck Davis, and Susan Stead worked to find existing policies at other churches, and adapt them to our needs.

As of this writing, we have a Policy document mostly complete. This policy includes procedures for hiring, regular performance evaluation, uniform and fair treatment. There are also uniform definitions for Holidays and time off, as well as procedures for issues resolution. A framework for individual job descriptions has been created. The individual job descriptions will need to be created with the help of the respective boards to describe the duties of each position.

One of the major changes in this policy implementation versus how we are conducting our efforts currently is that the performance evaluation process will be managed by the Personnel Committee, gathering input from the respective boards and supervisors. It was felt by the members that this process would insure uniformity in the process so that our staff is treated in the fairest way possible.

Remaining to be completed is a resolution of these new policies with the current Bylaws of the church. Provision for the standing committee needs to be made as well as adjustment to accommodate the evaluation process, as well as several other adjustments. It is hopeful that these can be made during 2011, the Policy adopted and the Committee established prior to calling a new settled pastor.

Respectfully submitted,

Chuck Davis, Dorothy Blanchard and Susan Stead  
Ad Hoc Personnel Committee

## Search

### Pastoral Search Committee

The Pastoral Search Committee was organized in March 8, 2010 to begin the Search and Call process for a settled Pastor. Members include Rich Brock, Susan Stead, Steve Pinto, Deb Lamoureaux, Janice Murphy, Joanne Kelley, and Jeff Gillen. After months of one on one discussions, as well as a group breakfast, along with a survey to gather information about who we are as a Church, the Pastoral Search Committee completed our Church Profile in December 2010.

In January 2011, the Pastoral Search Committee met with Rev. Don Remick and Rev. Deborah Adams to review the profile. After Mr. Remick endorsed our profile, he indicated that the next step is to share our information with other Churches and to start the process of filtering and directing pastor profiles to the committee.

Respectfully submitted, Rich Brock – Chairperson



## Teaching Parrish

### Teaching Parish Committee

Our church made the commitment this year to support a new mission. First Congregational Church became a Teaching Parish Site for Andover Newton Theological School. This means the church is part of The Field Education Program which “provides transformative experiential education for ministry through meaningful ministry experiences in settings that support learning.”

To become part of the program, we place ourselves on a list of possible placement opportunities for Andover Newton students. In March, any students who are interested in being Student interns in our church are interviewed by the Teaching Parish Committee. A Committee is made up of usually 3-4 lay people (of whom one becomes the Chairperson and the Minister (who becomes the Student's Supervisor). After interviewing the possible student candidates, the Committee decides collectively who will become the Student Minister. The Student Minister is with the Teaching Parish church from mid September to mid May.

During that time, the Committee meets with the Student on a monthly basis. The Supervisor (Parish Pastor) meets with the Student on a weekly basis. A Learning Agreement is created by the Student and the TPC and submitted to Andover Newton. That is used as the framework for what the student and Field Education site can expect of each other.

We are now in our fifth month of our journey with Lawrence “Skip” Walker Jr. It has not been very long but Skip has fit in to the community of our church so easily. He has brought energy to several of his projects within our church including revitalization of our food pantry, expansion of our youth programs, along with supplementation and substitution during worship. It has been very easy and enjoyable to have Skip as our first Student Minister. We will be sad to see him go.

Carol Lutes, Chuck Davis, and Michelle Brock are the first members of the TPC. We are learning as much as Skip in our first roles as committee members. We hope this will be the first of many committees who will maintain a relationship with Andover Newton Theological School.

Respectfully,

Michelle Brock, Chair, Chuck Davis, Carol Lutes



## UCC Delegate

### UCC Delegate

The UCC delegate represents our church as a voting delegate at the Essex Association's spring and fall meetings and at the annual meeting of the Massachusetts Conference of the United Church of Christ. In addition, the UCC delegate is the representative from our Church to Ecclesiastical Councils, which examines candidates as to their fitness for ministry, and at ordinations.

- Our church hosted the Spring Meeting of the Essex Association (May 8, 2010). This undertaking involved the great cooperative efforts of the Church Secretary, the Hospitality Committee, the Trustees, Deacons and many others, including Deborah who welcomed everyone and conducted a workshop session. The topic of the meeting was "*Church Vitality*". I attended a workshop on meditation and contemplative prayer, led by Rev. Michael Duda. I also attended, and voted at, the annual business meeting. A number of our church members attended.
- I attended the Annual Meeting of the Massachusetts Conference, UCC (June 19, 2010). The topic of the meeting was "*Provoke One Another to Love and Good Deeds.*" This was a business meeting.
- I also attended Super Saturday, a day-long workshop session sponsored by MACUCC on October 2, 2010 in Franklin, MA. I attended a workshop on "Demographics—Your Changing Community", led by Leanne Sterio Walt and Gretchen Elmendorf of the Commission for Evangelism and Congregational Vitality. They presented the database MissionInsite which each UCC church member can access to obtain detailed demographic information regarding individual communities. This was a great workshop and this site would be extremely useful to most of our church committees!!! I look forward to assisting people in its use. I also attended a workshop entitled "Still Speaking: Come and See!" led by Rev. Felix Carrion. This inspiring workshop reminded us about how we can use the Still Speaking message to revitalize our church.

In addition, I attended Ecclesiastical Councils for:

- Heather Ramsey Mabrouk (October 2010) at Second Congregational Church, Beverly
- Michael Gelsomini (April 2010) at Main Street Congregational Church, Amesbury
- Leanne Sterio Walt (May 2010) at Second Congregational Church, West Boxford

I also serve as a member-at-large on the Board of Directors of the Essex Association of the Mass. Conference. As a board member, I attend monthly meetings at churches all over Essex County.

Thank you for the opportunity to serve the Church in this capacity.

Respectfully submitted,  
Nancy S. Aberman



# Stewardship

## Stewardship Team

In 2010 the Stewardship Team continued its efforts to increase the congregation's awareness of stewardship as a year-round practice and to move further toward the goal of tithing as a faith practice. Furthermore, we were asked to develop a strategy to help reduce the Church's financial deficit over a three year period, with this year's goal of increasing pledged support by 20% over 2010. To this end we developed a campaign theme – "Rebuilding God's House, Inside and Out" – in recognition of the physical and spiritual "construction" with which we have all been involved. We also planned and executed a new stewardship campaign, dubbed "The Congregational Express", which asked the congregation to take a more personal and involved role in distributing stewardship materials and information.

In the spring, the Stewardship Team coordinated the annual "Giving Tree" effort which raised \$3,296. And as part of this year's Church Fair Weekend we sponsored the annual golf outing which raised an additional \$1000.

At the time of this report, the Stewardship Team is finishing up this year's annual campaign and gathering in those final pledges from the Congregational Express. It has been gratifying that members and friends have responded brilliantly to this year's campaign. To date, we have received 73 pledges for a total pledged amount of \$89,833 for 2011. This is an increase of 13 pledges and \$19,758 in pledged giving over last year, or an increase of 28%.

We would like to thank everyone who participated in this experiment in giving, with a special "Thank You" to Kate DeSisto, Joan Chatterton and Rich Brock for your inspiring testimonials during the campaign. Thank you, also, to those Circuit Captains who helped shepherd their express pouches around the town. We offer a huge thank you to JoEllen Fielding, without whose assistance we could not have had a successful campaign. And we want to give a heartfelt "Thank You" to all who have pledged their time, talents and financial resources to the church for the coming year.

Respectfully submitted.

The Stewardship Team

Tim Clift   George Comiskey   Richard Aberman



## Finance

# Report of the Finance Committee

Once again, thank-you to all of you who contribute to this church, both financially and with your time and talents. Your continued support keeps the mission of our church a vital part of Georgetown and beyond. An enthusiastic thank-you for a job well done to JoEllen Fielding & Peggy Smith for the amount of time and effort they've expended in their respective positions as Collector and Treasurer and the cheerful way they do so. Finally, a special thank-you to Dave Smith, not only for assisting Peggy, but also for producing our Lenten & Advent envelopes.

As we head into 2011 we are saddened that Peggy will be stepping down as Treasurer. Her years of devotion keeping track of every dime have been a great assistance to the Finance Committee and our Church. Her dedication will be missed!

2010 turned out just about as we expected in paying for our day to day expenses. Unfortunately that means we finished the year spending \$61,500 more than we took in!! We were blessed by our insurance covering most of the expenses to repair storm damage to our facility. We took advantage of the situation to save many tens of thousands of dollars in upgrading our lighting, electrical and flooring. This will, however, result in depleting most of the funds we have put aside over the years for such work. We'll also end up borrowing heavily from our Housing Endowment in anticipation of compensation to be received from T-Mobil once they install the cell phone equipment in our steeple. As a result, when we finish the repair project in early 2011, our church's costs combined with 2010's deficit will reduce our investments by some \$125,000.

In happier news, Our investments continued their great performance in 2010, though not quite as strong as 2009. We are also extremely encouraged by the Stewardship team's "Congregational Express" which resulted in 15 new pledgers and over \$20,000 in additional pledges!

Needless to say we are still quite concerned that we can not meet our expenses without substantially dipping into our endowments. We can only do this for, maybe, a couple more years. The Cabinet instituted a 3 year plan to eliminate this deficit and we're pleased to announce that we did meet the initial goal of a 20% decrease in our projected deficit for 2011. On the following pages is a recap of 2010 and our plan for 2011, first in the format originally prepared by the Stewardship team, then in more detail. To present the situation more accurately, the Narrative Budget does not contain anything reimbursed by our insurance. We trust, as we move forward, that we all will pray for God's guidance in choosing our path to the future.

Respectfully submitted,

*Megan Lichty   Tim Clift   Robert Knapp  
JoEllen Fielding   Margaret Smith*



Collector

## 2010 Collector's Report

### 2010 Collection Plate

Description	Number	Pledged	Collected	Unpaid
		\$	\$	\$
2010 Pledges	60	70,075.00	65,170.50	4,904.50
2009 Pledges			754.00	
Regular Contributors	19		16,591.08	
2011 Pledges			1,180.00	
Loose Cash			3,614.00	
Church School			0.00	
Stewardship Total	79	70,075.00	87,309.58	(4,904.50)

#### 2010 Pledges by Range

\$	Qty	
1 - 300	5	
301 - 600	17	
601 -1000	11	
1001-1500	11	
1501-2000	7	
2001-3000	6	
3001-4000	2	
4001-5500	1	
5501-	0	
Total	60	\$ 70,075.00

#### 2011 Pledges by Range

\$	Qty	
1 - 300	11	
301 - 600	16	
601 -1000	11	
1001-1500	14	
1501-2000	10	
2001-3000	8	
3001-4000	2	
4001-5500	3	
5501-	0	
Total	75	\$ 90,408.00

Respectfully Submitted,

*JoEllen Fielding*

Collector



# GIVING TREE FUNDRAISER 2010

	# of envelopes	amount on envelope	amt. coll.
Heating- Gas	1	327/month	
Heating-Gas	2	75.00/week	150.00
Pipe Organ Maintenance	1	500.00/year	500.00
Telephone	3	31.00/week	93.00
Telephone	2	134.00/month	134.00
Heating- Oil	3	26.00/day	26.00
Heating- Oil	2	187.00/week	
Electricity	3	75.00/week	175.00
Electricity	2	325.00/month	650.00
Sunday School Supplies		10.00	
Heating Gas		33.00	33.00
Office Supplies	2	230.00/month	
Office Supplies	3	60.00/week	120.00
Rubbish disposal	1	300.00/year	350.00
Rubbish disposal	5	25.00/month	90.00
Sunday School Supplies		15	
Water	4	25.00/month	25.00
Punch for coffee hour	2	10.00/15.00/20.00	45.00
Sprinkler Maintenance	2	150.00/year	300.00
Sprinkler Maintenance	2	30.00/month	
Sunday school supplies	4	5.00	25.00
Sunday school supplies	4	3.00	6.00
Coffee hour supplies	5	10.00/16.00/20.00	140.00
Elevator Maintenance	3	36.00/wk	36.00
Elevator Maintenance	2	158.50/month	318.00
Piano Tuning	1	175.00/yr	
Electricity		20.00/2 days	
Snow removal		80	\$80
<b>Totals</b>	<b>59</b>	<b>\$5,160.00</b>	<b>\$3,296.00</b>



## Treasurer / Budget

### 2010 Financial Report and 2011 Budget

The following pages contain a basic breakdown of our church's income and expenses for the year as well as the proposed 2011 budget.

Each category has 5 columns of figures.

2008 Actual shows what we received & spent in 2008

2009 Actual shows what we actually took in & paid out in 2009

2010 Budget shows what we planned for 2010

2010 Actual shows what we actually took in & paid out in 2010

2011 Budget shows our plan for 2011

At the top of page 1 is a recap of our financial assets at the start of the year.

Following that is a listing of our receipts for the year.

Finally there is a review of our investment's performance.

The second page lists all of the ways we spent our money.

Beginning page 3 is a recap of our financial assets at the end of the year.

The second section demonstrates the annual results.

When expenses exceed income, (We wish that was "If" instead of "When")  
we must dip into our investments to meet the short-fall.

The last section on this page explains where we do the dipping.

Page 4 presents the various Funds & Endowments that make up the church's assets.

The Finance Committee:

*Tim Clift   Robert Knapp   Megan Lichty*

*Collector: JoEllen Fielding   Treasurer: Margaret Smith*



## 2010 Financial Report and 2011 Budget

<u>DESCRIPTION</u>	<u>2008 Actual</u>	<u>2009 Actual</u>	<u>2010 Budget</u>	<u>2010 Actual</u>	<u>2011 Budget</u>
<b>Church Assets 1/1</b>					
Checking Account	15,256.12	1,007.05	20,159.29	20,159.80	18,649.45
Investments	392,147.15	265,695.12	235,509.48	235,509.48	162,100.13
<b>TOTAL Assets</b>	<b>407,403.27</b>	<b>266,702.17</b>	<b>255,668.77</b>	<b>255,669.28</b>	<b>180,749.58</b>
<b>Receipts</b>					
Collection Plate	85,445.50	88,003.60	95,600.00	87,799.58	110,700.00
<i>Pledges, Regular Givers, Loose Collect</i>					
Special offerings/donations	20,767.00	25,904.00	16,475.00	10,764.64	10,975.00
<i>Advent, Lenten, Memorial etc.</i>					
Fund Raising	17,651.62	22,695.42	16,750.00	20,473.63	18,355.80
<i>Church Fair, Youth Groups etc.</i>					
Mission Giving	1,117.00	988.45	900.00	2,540.42	900.00
<i>Neighbors In Need, Disaster Relief etc.</i>					
Use of Facilities	11,210.00	12,726.00	12,260.00	15,132.00	31,280.00
<i>Theater Group, Weddings, Sr. Center etc.</i>					
Investment Income	13,592.64	5,506.42	13,404.28	13,464.79	9,949.57
<i>Payments from our investments</i>					
Other	7,059.03	28,746.41	7,500.00	299,567.34	56,279.26
<i>Reimbursements, refunds etc.</i>					
<b>TOTAL Receipts</b>	<b>156,842.79</b>	<b>184,570.30</b>	<b>162,889.28</b>	<b>449,742.40</b>	<b>238,439.63</b>
<b>Investments</b>					
Investment Capital Gains	-105,397.49	41,149.08	16,050.00	15,287.02	8,600.00
<i>Stocks, Bonds, Mutual Funds, etc.</i>					
<i>This can go up or down</i>					
Investment Dividends	13,592.64	5,506.42	3,450.00	7,151.95	3,900.00
<b>NET PROCEEDS Investments</b>	<b>-91,804.85</b>	<b>46,655.50</b>	<b>19,500.00</b>	<b>22,438.97</b>	<b>12,500.00</b>



## 2010 Financial Report and 2011 Budget

<b>Disbursements</b>	<b><u>2008 Actual</u></b>	<b><u>2009 Actual</u></b>	<b><u>2010 Budget</u></b>	<b><u>2010 Actual</u></b>	<b><u>2011 Budget</u></b>
P Salary	49,495.67	68,250.00	68,250.00	68,250.10	66,628.38
A <i>Salary &amp; Housing</i>					
S Insurance, Tax & Pension	25,548.20	24,007.44	31,282.50	31,619.94	34,349.98
T <i>Health Insur., Soc. Sec., Pension</i>					
O Reimbursed Expenses	4,713.45	4,394.90	6,200.00	5,030.00	6,200.00
R <i>Continuing Ed, Auto &amp; Business Exp.</i>					
Staff	35,878.75	44,837.33	49,122.96	48,224.32	54,909.95
<i>Office Mgr, Sexton, Organist etc.</i>					
Office Expenses	3,220.57	4,399.72	4,200.00	4,206.18	4,200.00
<i>Office Supplies, Copy Machine etc.</i>					
Utilities	19,347.74	18,942.81	20,810.00	19,772.94	17,110.00
<i>Electricity, Telephone, Gas, Oil etc.</i>					
Maintenance	6,225.61	6,746.75	5,885.00	5,358.06	6,225.00
<i>Snow Rem., Cleaning Sups, Elevator etc.</i>					
Improvements	6,780.25	34,043.68	5,500.00	315,102.45	93,554.00
Insurance	16,486.72	6,994.78	5,000.00	5,054.00	5,150.00
<i>Liability, Comprehensive, Worker's Comp.</i>					
Missions	7,540.13	7,527.68	7,932.50	11,555.20	9,637.50
<i>To aid the needy, what comes in goes out</i>					
Conference Dues	4,080.00	4,036.92	3,970.00	3,329.40	3,776.90
<i>Support for the United Church of Christ</i>					
Christian Education	2,162.35	2,658.44	4,552.92	3,649.01	3,065.92
<i>Sunday School &amp; Youth Groups</i>					
Worship & Fellowship	8,172.36	2,355.81	3,100.00	2,837.20	2,850.00
<i>Birthday Roses, Flowers, Punch etc.</i>					
Other	3,381.08	7,556.52	5,848.18	9,695.97	21,133.76
<i>Music, Finance exp., Miscellaneous etc.</i>					
<b>TOTAL Disbursements</b>	<b>193,032.88</b>	<b>236,752.78</b>	<b>221,654.06</b>	<b>533,684.77</b>	<b>328,791.39</b>



## 2010 Financial Report and 2011 Budget

<b>Church Assets 12/31</b>	<u>2008 Actual</u>	<u>2009 Actual</u>	<u>2010 Budget</u>	<u>2010 Actual</u>	<u>2011 Budget</u>
Checking Account	1,007.05	20,159.29	1,459.68	18,649.45	3,104.38
Investments	265,695.12	235,509.48	201,544.03	162,100.13	89,843.87
<b>TOTAL Assets</b>	<b>266,702.17</b>	<b>255,668.77</b>	<b>203,003.71</b>	<b>180,749.58</b>	<b>92,948.25</b>
Net Change in Assets	-140,701.10	-11,033.40	-52,665.06	-74,919.70	-87,801.33
<i>This will differ from the gain or loss for the year as capital gains or losses appear here and any unpaid obligations do not.</i>					
<b>Yearly Gain or Loss (-)</b>	<u>2008 Actual</u>	<u>2009 Actual</u>	<u>2010 Budget</u>	<u>2010 Actual</u>	<u>2011 Budget</u>
Day to Day expenses	-38,995.49	-51,401.83	-60,573.85	-61,494.28	-50,745.64
<i>Keeping the Church Open</i>					
Mission Expenses	-136.86	-258.50	-1,050.00	1,102.00	1,960.00
<i>Helping those in need</i>					
Investing in our Future	3,760.36	-1,376.65	4,062.50	-23,563.09	-40,350.20
<i>Saving for improvements or emergencies</i>					
<b>NET Gain ( ) or Loss (-)</b>	<b>-35,371.99</b>	<b>-53,036.98</b>	<b>-57,561.35</b>	<b>-83,955.37</b>	<b>-89,135.84</b>
<i>When our Income fails to cover current expenses, we take money from our savings and investments.</i>					
<b>Transfers for deficits</b>	<u>2008 Actual</u>	<u>2009 Actual</u>	<u>2010 Budget</u>	<u>2010 Actual</u>	<u>2011 Budget</u>
Reserve Fund*	9,347.71	514.33	5,921.86	369.54	9,709.15
<i>For Day to Day expenses</i>					
Local Aid (Dole) Endowment	0.00	1,000.00	0.00		
<i>For Diaconate Fund</i>					
General Expense Endowment	7,128.27	637.50	3,162.06	2,000.00	1,408.74
<i>For Day to Day expenses</i>					
Housing Endowment	22,519.51	50,250.00	51,790.44	59,124.74	39,627.75
<i>To Offset Housing &amp; other expenses</i>					
<b>TOTAL Transfers</b>	<b>38,995.49</b>	<b>52,401.83</b>	<b>60,874.36</b>	<b>61,494.28</b>	<b>50,745.64</b>



## 2010 Financial Report and 2011 Budget

### 12/31 Ending Balances

<b>Equity &amp; Liabilities</b>	<u>2008 Actual</u>	<u>2009 Actual</u>	<u>2010 Budget</u>	<u>2010 Actual</u>	<u>2011 Budget</u>
<i>What makes up our Assets</i>					
Capital Outlay Fund	6,917.88	7,127.77	7,077.10	5,086.59	2,777.05
Diaconate Fund	1,160.62	2,318.48	1,540.63		
Memorial Fund	6,995.90	7,921.08	8,124.94	3,393.00	3,161.56
Renovation Fund	17,484.62	9,667.12	5,874.89	-10,017.03	-42,073.31
Reserve Fund	522.39	2,933.82	0.00	4,271.71	0.00
Fair Seed Money Fund	1,102.36	1,291.55	1,324.77	1,387.58	1,500.00
Youth Group Funds	348.42	1,202.92	0.00	1,215.92	0.00
Transition Day Fund	1,531.25	6,781.25	12,031.25	12,031.25	2,156.51
Southwick Star Is. Endow.	3,124.19	3,645.70	3,490.18	6,382.94	6,318.51
<b>Expense Endowment</b> <small>Combination of Henry Hilliard, Elizabeth M. Bateman, Bradstreet, Chester Brown, Fletcher Mouns, Jessie H. Bateman, Bertha L. Poole, Philip Driscoll &amp; Alice Gurley, Elliott, Sara P. Wright and Baker Adams Endowments</small>	11,089.19	13,609.38	10,800.00	12,141.06	10,800.00
<b>Local Aid Endowment</b> <small>The Adams &amp; Dole Endowment For the "Poor of good habits of the Parish"</small>	10,907.80	9,926.63	1,083.87	11,465.22	14,400.84
<b>Music Endowment</b> <small>Combination of E.E. Pingree, Beth Arsenault, Bill Rasmussen, Dominic DeFilippo, and Mina Hartman Endowments</small>	6,753.31	9,045.96	9,280.38	6,998.76	6,437.77
<b>Housing Endowment</b>	198,764.24	180,297.16	133,142.12	126,392.58	87,469.32
<b>Remaining Liabilities</b>	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>266,702.17</b>	<b>255,768.82</b>	<b>193,770.13</b>	<b>180,749.58</b>	<b>92,948.25</b>

Funds are for dedicated purposes. Money has been raised or donations accepted with the understanding that they will be used for the stated purpose only.

**Endowments** are special donations to the Church, with the stipulation that the original amount be invested but never spent. The Church may use the proceeds.

Dividends, Interest & Capital gains are left in the endowment to help it grow but are available should the need arise.

To have our *Assets* work for us, our **Funds** and **Endowments** are invested in higher yield accounts. We currently use Fidelity Investments and the United Church Fund to handle this for us.



# Sanctuary Project

A review of what is being accomplished and how we are paying for it.

	Cost	2010 Paid by Insurance	2010 Paid by Church	Remaining to be Paid by Insurance	Remaining to be Paid by Church
Roof	\$44,000	\$34,000	\$10,000		
Siding Repair	\$2,500	\$2,500			
Stained Glass Window repair	\$15,780	\$10,520		\$5,260	
Storm Window repair	\$1,500.00			\$1,500	
Removal and Storage of Pews	\$14,725	\$14,725			
Removal of Asbestos flooring	\$9,885	\$9,885			
Scaffolding	\$24,400	\$24,400			
Demolition & Disposal	\$14,500	\$14,500			
Insulation	\$18,400	\$18,400			
Electrical and Lighting Upgrade	\$55,223	\$25,930	\$10,243		\$19,050
Fire Protection	\$2,622	\$1,311		\$1,311	
Blueboard & Plaster	\$62,000	\$62,000			
Cleaning, Painting and Staining	\$35,532	\$33,632	\$1,900		
Upgraded Flooring	\$29,458	\$14,729		\$1,219	\$13,510
Odds & Ends*	\$500				\$500
Miscellaneous and Contractor Overhead	\$50,404	\$5,119	\$881	\$43,953	\$451
<b>Total</b>	<b>\$381,429</b>	<b>\$271,651</b>	<b>\$23,024</b>	<b>\$53,243</b>	<b>\$33,511</b>

Not part of insurance claim but also done at this time.

Furnace Replacement	\$13,944		\$13,944		
Rectification of water damage in Teen room	\$8,200		\$6,200		\$2,000
<b>Total</b>	<b>\$22,144</b>		<b>\$20,144</b>		<b>\$2,000</b>

<b>Grand Total</b>	<b>\$403,573</b>	<b>\$271,651</b>	<b>\$43,168</b>	<b>\$53,243</b>	<b>\$35,511</b>
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**All  
Projects**

Cost	Paid By Insurance	Paid from Church Funds	Borrowed from Housing Endow.
<b>\$403,573</b>	<b>\$324,894</b>	<b>\$24,082</b>	<b>\$54,597</b>

\*Paint for Balcony and Choir Loft floors, pew repair, Choir loft curtain etc. Work performed by Church members and friends



# 2010 Narrative Budget 2011

**Income - Projected**  
**2010 \$158,107 - 2011 \$184,955**

**Expenses - Projected**  
**2010 \$248,499 - 2011 \$271,803**

## Pledges and Regular Offerings

**2010 \$87,310 (55%)**

**2011 \$110,000 (60%)**

The mission and ministry of our Church depends upon each of us living out our gratitude through our giving. It is your giving the currently provides 60% of our Church's income. The Finance Committee generates the proposed budget based on estimated income.

## Fundraising/Investment Income/Church Rental

**2010 \$43,998 (28%)**

**2011 \$56,130 (30%)**

Another successful Church Fair, Strawberry Social, and other events helped expand our presence in the Community and raise awareness of our position in the Community. Many groups like Moonlight Productions, Scouts, and AA rent out our facilities on a regular basis.

## Special Offerings and Gifts

**2010 \$26,794 (17%)**

**2011 \$18,825 (10%)**

Seasonal giving and special appeals help fund the Church and its outside missions.

## Worship, Music, Spiritual Life

**2010 \$89,894 (36%)**

**2011 \$96,139 (36%)**

**(60% Pastor, 50% Office Staff)**

As Rev Deb. Reminds us each Sunday (and Wednesdays in the summer), no matter who you are or where you are in your journey, you are welcome at the First Congregational Church of Georgetown. We are blessed to have the talents of Bob and Emily Knapp. They fill our hearts with music and inspire us.

## Administration

**2010 \$35,478 (14%)**

**2011 \$39,088 (14%)**

**(20% Pastor, 50% Office Staff)**

Do you enjoy our monthly newsletter and our church bulletin? Our Church Secretary, Michele Brock as well as our Treasurer, Peggy Smith and Collector JoEllen Fielding are in this category and your bountiful giving helps pay for these services.

## Facilities

**2010 \$77,046 (31%)**

**2011 \$87,362 (32%)**

Our traditional New England church is beautiful but expensive to maintain. God calls us to be good stewards of our treasures and we endeavor to do this with regular maintenance and repairs. We are

thankful to our many volunteers who do much of the work to help keep expenses down. Heating, cleaning, and insurance all fall into this category.

## Mission

**2010 \$22,045 (9%)**

**2011 \$25,356 (9%)**

**(10% Pastor)**

Your giving supports the United Church of Christ allowing mission work to be done not only in the US but around the globe. Support for conference work is also in this category. Throughout the year our congregation responds generously to requests for additional funding for special offerings such as One Great Hour of Sharing and Neighbors in Need.

## Christian Education

**2010 \$24,036 (10%)**

**2011 \$23,858 (9%)**

**(10% Pastor)**

We value our young people and live our Jesus' message to welcome children by providing nursery care, Sunday school classes and confirmation classes. Youth Group (Cubed) activities and service projects engage our teens and preteens. Adult education opportunities are offered regularly. Your generosity makes all of this possible.



