

Annual Report  
2011

First Congregational Church of Georgetown, UCC

Sunday, January 29, 2012



# Warrant for Annual Meeting 2011

The First Congregational Church of Georgetown, Inc.

7 Andover Street, PO Box 200

Georgetown, MA 01833

January 13, 2011 Version 3.0

## WARRANT

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 Membership will be held Sunday, January 30, 2011, immediately following worship, in the Church Edifice, 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, except for the sections entitled, "Finance Committee Reports" and "Nominating Committee Report" or take any other action in relation thereto;

**Article II:** To hear and act on the report of the Finance Committee in regard to the 2010 financial operations and the 2011 proposed budget, and to approve a budget for 2011, or take any other action in relation thereto;

**Article III:** To see if the Church will vote to amend the vote of the 2010 Annual Meeting by adjusting the endowed amount of the housing endowment to \$80,000.00 and continuing to allow the usage of the proceeds of this fund for more than just support of the Pastor's Housing Allowance, or take any other action in relation thereto;

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

**Article V:** To see if the Church Membership will vote to adopt Version 4.0 of its Constitution and Bylaws, 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

Thomas W. Stewart

Moderator



## Annual Meeting Minutes

First Congregational Church

Annual Church Meeting January 30<sup>th</sup> 2011

Moderator: Tom Stewart called the meeting opened at 11: 42AM.

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

Rev Deb called upon the opening prayer: Amazing Grace was sung.

Chuck Davis: Spoke about the following:

New initiative update

Teaching parish with Skip Walker

Changes in the bylaws

Sanctuary update

Vitality coach

Stewardship growth

### **Article: 1 was read:**

To receive the reports of the several boards, committees and officers of the church, except for the section entitled, "Finance Committee Reports" and "Nominating Committee Report" or take any other action in relation thereto:

Michelle Brock moved that Our Congregation's Membership vote to accept the 2010 reports of our several Boards, Committees and Officers as printed in the document entitled Annual.....

Kirsten Davis seconded the motion.

Discussion followed

Action: Page #38 – paragraph 3 of the Trustees Report, the date needs to be added. Michele Brock will add date into the Annual Report.

*With no other discussion a vote was taken and the Motion carried.*



## Annual Meeting Minutes(continued)

### **Article: 2 was read:**

To hear and act on the report of the Finance Committee in regard to the 2010 financial operations and the 2011 proposed budget, and to approve a budget for 2011, or take any other action in relation thereto:

*Tim Clift moved that Our Congregation's Membership vote to accept the 2010.....  
JoEllen Fielding seconded the motion.*

Bob Knapp reviewed the following items:

Collectors Report: When comparing 2010 to the estimated 2011 pledges, there was a positive increase in pledges.

2011 Budget Overview:

Receipts under "Collection Plate" in the 2010 Financial Report and 2011 Budget totals :  
\$110,700.00

2011 Investment Income: reviewed the 2010 and 2011 totals:  
2010: \$13,464.79 to 2011: \$9,949.57

2011 Total Disbursements:  
2010 total disbursements were \$533,684.77 this was due to the insurance monies that the church received for repairs and renovations.

Church Assets:  
Total church assets from 2010 were \$180,749.58  
2011 budget estimates: \$92,948.25

*A plan is in place to alleviate the decline. Bob Knapp identified the decline from 2010 to 2011 as the "worst year for paying expenses" for the Church.*

Transfer for Deficits:  
12/31/2010 ending balance was \$61,494.28 – proposed 2011 budget : \$50,745.64  
negative balance "in the red".



## Annual Meeting Minutes

*Reviewed negative balance renovations account, this due to borrowing funds against ourselves. Action: 40% of T-Mobile funds will replenish the endowment funds estimated over the next 4-5 years.*

Sanctuary Project:

\$78,000.00 has been put into the renovations project.

\$55,000.00 we are borrowing from ourselves.

Bob Knapp opened floor to any questions.

Rev Deb took the floor and thanked Bob Knapp for all his help throughout the years at the church.

Rev Deb reviewed the OCWM and mission numbers as well as the conference dues. She pointed out that in our search for a new pastor we should consider that a potential minister will look at how the giving is done, as well as review of the renovation figure and may question where is the mission donation, as conference dues are based on the total number of members.

*She recommended to the cabinet to discuss increasing the percentage from 5% to 10% which is the guided figure to give to conference and national. Reviewed the **OCWM** and mission numbers as well as the conference dues.*

***With no other discussion a vote was taken and the Motion carried.***

### **Article: 3 was read:**

To see if the church will vote to amend the vote of the 2010 Annual Meeting by adjusting the endowed amount of the housing endowment to \$80,000.00 and continuing to allow the usage of the proceeds of this fund for more than just support of the Pastor's Housing Allowance, or take any other action in relation thereto;

***Tim Clift moved that Our Congregation's membership vote to amend the vote of the sixth motion under Article II of the January 31, 2010, Annual Meeting.....***

***Jo Ellen Fielding seconded the motion.***

Bob Knapp reviewed the endowment funds figures.



## Annual Meeting Minutes (continued)

*With no other discussion a vote was taken and the Motion carried.*

### **Article: 4 was read:**

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

*Joan Chatterton moved that Our Congregation's Membership vote to elect the slate of officers.....*

*Marian Harding seconded the motion.*

Joan Chatterton reviewed the report of the nominating committee listing. Updates will be made as needed.

*With no other discussion a vote was taken and the Motion carried.*

### **Article: 5 was read:**

To see if the Church Membership will vote to adopt Version 4.0 of its Constitution and Bylaws, or take any other action in relation thereto;

*Allan Barlow moved that Our Congregation's Membership vote to adopt.....*

*JoEllen Fielding seconded the motion.*

Comments pertaining to Article: 5:

Rev Deb pointed out that she had received comments regarding staff language in bylaws. She recommended to remove the word "staff" and replace with disciples. This will be reviewed.

*With no other discussion a vote was taken and the Motion carried.*

### **Article: 6 was read:**

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;



## Annual Meeting Minutes (continued)

*Allan Barlow made a motion pass over Article 6.*

*Jo Ellen Fielding seconded the motion.*

*With no other discussion a vote was taken and the Motion carried.*

### Other Business:

Michelle Bridges was sworn in as Church Clerk for the term of 1 year.

Rev Deb requested that newly elected members join together standing in front of the fellowship hall. She read the "Behavioral Covenant" and the importance of this agreement. All members joined in and recited the agreement.

With no further business to transact the meeting JoEllen Fielding moved to adjourn the meeting at 12:15 PM.

A luncheon followed in the fellowship hall.

Respectfully submitted,  
Michelle Bridges – Church Clerk



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

November 10, 2011

Version 1.0

**WARRANT**

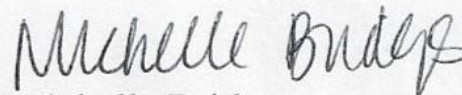
The members of the First Congregational Church of Georgetown are hereby advised that in accordance with the Constitution and Bylaws of said Church, A Special Meeting of the Church Membership will be held Sunday, December 4, 2011, immediately following worship, in the Church Edifice, then and there to act on the following listed Articles:

**Article I:** To hear and act on the report of the Pastoral Search Committee, or take any other action in relation thereto.

**Article II:** To see if the Church will vote to call the Reverend ????? as its Pastor and Teacher, or take any other action in relation thereto.

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



Michelle Bridges  
Clerk



**First Congregational Church Of Georgetown**  
**Special Congregational Meeting**  
**Pastoral Call**  
December 4<sup>th</sup> 2011  
Minutes

Following church services on 12/4/2011 a special congregational meeting was held. An a ballot was taken from the congregational.

Moderator: Chuck Davis opened the meeting at 12:30 PM and reviewed the process for the vote.  
Church Clerk: Michelle Bridges read the warrant (see attached)

**Warrant Article 1 – Report of the Search Committee**

Rich Brock made a comprehensive presentation of the Search Committee's activities over the period since their inception. He highlighted the process for the Candidate Selection. A copy of his presentation is attached. Following his presentation, he entertained questions from the floor.

Kirsten Davis made a motion to accept the report as presented. Deb Lamoureux seconded the motion.

**Warrant Article II – Ballot**

A secret ballot vote was taken of the membership; whether to call **Reverend Lorraine G. Edwards as the Pastor of The First Congregational Church of Georgetown.**

63 members were recorded as receiving ballots at the meeting. 62 members voted.  
A copy of the Ballot follows:

**Official Ballot**  
**First Congregational Church of Georgetown**

**December 4, 2011 – Special Church Meeting – Pastoral Call**

**Question: Shall the Church call Reverend Lorraine G. Edwards to be our settled, full-time Pastor and Teacher?**

\_\_\_\_\_ **YES**

\_\_\_\_\_ **NO**

Collector - Joellen Fielding and Church Clerk- Michelle Bridges tallied all of the ballot votes.

Total ballot votes: 62

Total "yes" 62

Total "no" 0

Vote passed.

Joellen Fielding made a motion to adjourn the meeting. Kirsten Davis seconded motion



## Pastor's Report, Rev. Deborah L. Adams

*"For I know the plans I have for you," declares the Lord,  
"Plans to prosper you and not to harm you,  
plans to give you hope and a future." (Jeremiah 29: 11)*

As I sit here thinking about how we are preparing to release one another from our Interim Pastor/ Congregation covenant on September 11<sup>th</sup> -15<sup>th</sup>, I am held by this prophetic verse from Jeremiah. There is so much for which to be grateful in these full three years together in which we been blessed and challenged to trust in God's presence. There are many mixed emotions – joy at the new life which is being born, excitement & expectation about your future with a settled pastor yet to be named, love because you have slipped into my heart, sadness because it is time to part ...and it is all wrapped in a prayer shawl of gratitude.

Dear ones of us have been born, dear ones of us have died, some of us have been sick, some of us have gotten well, some of us have been in the thick of things, some of us have been holding the circle of the congregation in prayer on the edge of things, some of us have married, some of us have divorced, dear ones of us have just begun kindergarten, dear ones of us have left home, too many have moved on due to the economic challenges – all of us have been changed by the presence of Love which has brought us out into a new horizon and land. We are not the people we were when we began, or so I claim. I certainly am not the same person I was when I arrived. Not all of us are comfortable with our new selves, new relationships, new roles – yet that is really a reflection of the journey into a deeper relationship with the One in whose image we are made. Letting go and letting God guide us is not always comfortable! This congregation, and the community of Georgetown, have fired and formed me in ways that are difficult to describe. I have had the privilege to bear witness to the movement of the Spirit of Love, the Holy Spirit, in each of your lives – and in our common life. Again, I am grateful for all of it.

This third year of our Interim journey together has been one that has seemed quieter than the previous two years. This third year we actually had the opportunity to live into some of the ministry for which we spent the first two years together in preparation. In those first two years we handled much together – a new face on Fellowship Hall, then damage to the sanctuary which lead to its miraculous repair; ... challenging leadership issues which lead to a lengthy Conflict of Interest clause in the Bylaws followed this year by a behavioral covenant, and the establishment of a Pastoral Relations Team & a Personnel Team; ... the ongoing meticulous work of the Pastoral Search Committee as they listened and discerned; ... and Stewardship & Finance lead the Church Cabinet to financially set goals for the next three years which resulted in a 30% increase in giving pledged for this first year with the possibility of some more financial stability as the cell tower contracts come into view. ... Another area that we were able to experiment with this year was having a student minister which allowed our congregation to experience the Field Education supervision program at Andover Newton Theological School. Working with Skip this year was a treat for me. It was good to be back in that role of mentoring beginning pastors again. And he brought great com-



## Pastor's Report, Rev. Deborah L. Adams

passion, creativity and energy to our lives together. You'll remember that Skip's leadership had us doing a Christmas play with 22 youth participating and we had a Blessing of the Animals at the Church Fair. ... As we look at the changing horizon of ministry in the United States we see that if folks are looking for a faith community, they seek lively & contemporary music & worship, ways to serve & make a difference for God's sake, basic adult Christian instruction – these continue to be growing edges here at First Congregational. So we experimented during Lent with a Lenten mini-series and change in format for Church School and worship. The variety of courses was impressive and the lay teachers/leaders were terrific! We discovered that while many more attended these adult/youth mini-courses than ever before, that simultaneously our Church School diminished in numbers –there is more to be learned from this dynamic! ...In addition the Beecher Lecture Series was established offering events looking at Church & Culture in Homer Tapin's memory. We were blessed to have Chief Caring Hands from the Natick Praying Indians be with us, see a preview of Inlaws/Outlaws, and listen to our Muslim friend share some of her faith journey... in addition to these adult ed offerings, Soul Friends, a monthly mini-retreat was held a few times with emerging new leadership. ...This spring our new website went on line! – now if everyone would get their ministries and contact info up there, those looking for Church online would see this congregation's wonderful spirit, work, ministries! (Just get coaching from Michelle!)

As we prepare to release one another I am extremely aware that there is much that is left unfinished. At the same time, the congregation and leadership are ready for the next leg of this faith journey, which is to continue on with the outlined goals/objectives set by the Cabinet, and to welcome the settled pastor who will appear and has been being prepared to come to you by the One who watches over and encourages each and all of us.

There are opportunities for ministry which await you. We discovered through the Café process that there is need in the community for regular hot meals, a need for family activities in town that are noncompetitive and enrich family life. Our community also longs for leadership from the churches in ecumenical and interfaith matters. The conference MACUCC is now presenting an opportunity for congregations to participate in supporting Hispanic ministries. One of you reminded us that the Deacons have a Local Aid fund which is overflowing with financial resources that might begin a new relationship with our Massachusetts Hispanic churches.

What we have learned and have been aware of these three years is that this renewed and repaired church building is to be put to use for God's purposes. There have been many discussions among you about what reaching out, sharing your vision and mission slogan (do we have one yet?! Is that task done?!), and involving yourselves in new ministries that speak to your hearts will energize you – and inspire those who are looking to be involved in a vibrant Christian community. Still needing leadership is a Newcomers Team to create a welcoming process. Still needing leadership is the Pantry. Always we can grow in faith by taking our turns as teachers and leaders in the Church School – and encouraging our youth to be in church!



## Pastor's Report, Rev. Deborah L. Adams

So much is good here at First Congregational UCC-Georgetown. The day I arrived and sensed storm clouds closing in, with lightning and thunder snapping at everyone, has passed. Some are getting pretty good at sharing the commitments under their complaints! A new day has arrived, and a new tomorrow is arriving. We can see the rainbow in the sky again. The text from Jeremiah that I quoted at the beginning of this letter goes on to say, *"then you will call upon me and come and pray to me, and I will listen to you. You will seek me and find me when you seek me with all your heart. I will be found by you," declares the Lord, "and will bring you back from captivity."* (Jeremiah 29:12) We have been discussing for three years how the American Church has been in captivity, and thus been 'in exile' in place. We have all begun to free ourselves from those things that keep us bound – the way things used to be! - Or not responding to the real spiritual needs we have – or even asking what God wants for us and from us – or daring to ask the community and our friends/neighbors what their spiritual needs are... As we continue to heed Jeremiah's call to us across the centuries, and Jesus' call to follow him, we will pray without ceasing. In so doing, God will continue to find us...and we will be set free to serve again, and again, and again. The truth is God is always doing something new – and so we congregations will trust this as we allow ourselves to enter into new ministries, and be renewed in prayer always.

Thank you for an outstanding ecumenical last Sunday on September 11! Together we caught a glimpse of the love that sustains us as we shared our gifts, and we caught a glimpse of the community need and their faith at the 9-11 Remembrance Service. Thank you to Rachel, Gloria, Bob, Emily, Michelle, and Skip for being outstanding staff and companions on the Way...to Chuck, Tom, Jo, Gladdie, Jeff, Steve, Jaime, George, Chris, Dorothy, Deb, Kirsten, Janice, Jo Ellen, Tim, Karen, Anne, Richard, Nancy, Steve, Diane, Joe, the Southwick DVD team, Steve, Sue, Joanne, Jeff, Michelle (Clerk), Joan, Jean, Marion, Allan, Megan, and Rich – leaders extraordinaire who have each gone the extra mile at least once, and usually pretty regularly, these last years! Thank you each for your faith and friendship in Christ. We release one another knowing that "God is good. All of the time", and that we can count on God's planting new hope and a future for all of us, especially as we pray with our whole heart.

Your sister in Christ always.

Deborah

"RevDeb"



## Pastor's Report, Rev. Lorraine Edwards

I am so grateful to God for the call that you extended to me to serve as your Pastor on December 4th of 2011 with the vote of the congregation following a hearty and fun congregational dinner and a Candidating Sunday service. Your wonderful welcome, and the spirit of the Christmas season, has quickly swept me into the full array of ministry activities with you at FCCG.

I have experienced your generous hospitality in many ways: coffee hour, the food pantry, the HOME project, the Ladies' Guild luncheon, the welcome pasta dinner and caroling with poinsettias. Meeting and getting to know the church family and the community, and beginning to visit with senior church members in their homes, continues to be a blessing to me.

I have been impressed to see you continue to work with diligence to fulfill your promise to be good stewards and faithful to your pledge to support the church's ministries and reduce the budget deficit, through your giving, difficult choices and added responsibilities.

I have met with the various boards and church leadership to get up to speed and to look forward together to see where FSSG is called to be in the coming year and years.

And I keep thanking God for the opportunity to be a part of your faith community and it's reaching out to others: to brothers and sisters in Christ, to those in need, and to those who may not even know their need.

My gratitude goes out for the dedication and joyful spirit of your pastoral search committee. From the first telephone interview to the candidating weekend and beyond, they have been true ambassadors for the church. For Rev. Deb and all those who led the congregation through the interim period, I and the entire congregation owe a debt of tremendous gratitude as we gather now with joyful hope to plan for what God has in store for us together.

Thanks to the staff at FCCG, whose hard work, in the name of the church, goes far beyond their job descriptions: Emily Knapp, Bob Knapp, JoEllen Fielding, Kristen Arsenault, Gloria Webster, Michelle Brock and Rachel Edwards. I am honored to be working with you.

In new beginnings, led by our loving Christ, with whom all things are possible,

Lorraine Edwards



## Moderator's Report

2011 has been a year of joys and challenges for The First Congregational Church of Georgetown. I am proud to serve the congregation in the role of Moderator. I couldn't succeed in the duties of this position without the support and dedication of our Pastor, officers, board chairs and members and the support of the congregation. We all work together to support God's work.

A major joy for 2011 was the calling of Reverend Lorraine Edwards as our Settled Pastor. The Search Committee, Chaired by Rich Brock, worked diligently for 2 years discerning the Congregation's needs, reviewing candidates, executing the selection and finalizing arrangements with the selected candidate. Lorraine joined us following her candidate service on December 4, with a unanimous "YES" vote from the congregation. While joining us during the busy Christmas season, she looks forward to an exciting and uplifting 2012.

With our calling of a settled Pastor, we had to say goodbye to Reverend Deborah Adams who had been with us as our Intentional Interim Pastor for the past 3 years. She brought us through several aspects of determining our past, what we feel are traditions we embrace and want to continue. We also discovered areas where the Church caused hurt in the past, and what could be done to avoid those issues in the future. During her tenure we created the Pastoral Relations Team (on which the Pastor can rely for support), the Personnel Team (which, once incorporated in the Bylaws, will provide support for our non-Pastoral paid staff), a behavioral covenant for meetings, and a number of other aspects which will make our Church more vibrant going forward. We thank "Rev Deb" for her boundless energy and for the hard work and dedication which she brought to us. We wish her the best as she moves on to another deserving church.

In February we moved back into the Sanctuary following the extensive repairs and upgrades. The water damage suffered early in 2010, due to damage to the roof during multiple severe storms, was repaired with new walls, flooring, electrical service and lighting. With the improvements to the insulation and lighting, and beautifully painted walls, it is a much warmer and inviting space. We are thankful for the Team who coordinated the work on behalf of the Trustees, and for our insurance company for seeing what was needed to restore the damages.

One of the things we discovered during our Interim time was the fact that we were largely internally focused. One of our principal missions is to serve the community and reach outside our four walls. In recognition of this, and to help remind us and bring our attention to it, we adopted a mission slogan for the year. **"Extending God's Heart and Hands"** was adopted by Cabinet during the September meeting. This slogan reminds us that we need to extend our reach to all of our neighbors (near and far) to bring Christ's word and deeds to the community. This will help us direct our efforts for the coming year(s).

We mourn the passings of several members during 2011:

Homer Tapin, a long time member, passed away in January. He was keenly interested in the Church's and Georgetown's history. In his honor, Cabinet created the Beecher Lecture Legacy Series to celebrate the significant influence of the Beechers on our church.

Virginia "Ginny" Rider - She was an active member involved in the Senior Center and also the



## Moderator's Report (continued)

church Social Committee.

One area of significant concern for 2011 which is carrying over into 2012 is the Church's financial condition. We have been operating in a deficit budget for the past several years, and continued to do so in 2011. Regretfully, with the issues surrounding the merger of T-Mobile and AT&T, that lease has not been exercised. We are hopeful that will change in 2012. Going into 2012 there are proposals for substantial expense cuts, mostly involving our paid positions which will make a major change in how we operate. Even with the proposed cuts we will still have a deficit budget. These will be considered for adoption at the Annual Meeting. We continue to explore options for increasing the church's revenue. We ask everyone to help us bridge this deficit if it is within their means.

I would like to thank a number of people who made a significant impact on the success of the church in 2011:

Rich Brock, chaired the Search Committee and was ably assisted by Susan Stead, Jeff Gillen, Steve Pinto, Jo Anne Kelly, Deborah Lamoureaux, and Janice Murphy. They worked diligently during the 2 year search process including some weeks when multiple meetings were held.

Rich Brock also lead the Sanctuary Repair team which included Meaghan Lichty, Steve LeBlanc, Bob Knapp, Deborah Lamoureaux. We all agree that the results are outstanding.

Our Pulpit Supply Pastors including Ed Vaeni, Jeff MacDonald, JT Turner and Alice Erikson.

The Diaconate, chaired by Gladys Kneeland, and supported by Tracy Southwick, Donna Desisto, Steve Lichty, Emily Knapp and Rachel Edwards. They ably carried the ball in the period following Rev Deb's departure, before the arrival of Reverend Edwards. They insured that we had Pastoral Coverage as well as Sunday Services. They also coordinated a successful laity Sunday.

Deborah Lamoureaux who chaired the church fair (solo) and all who volunteered and contributed. This event, once again, was both a wonderful event for bringing us together and our best fund-raiser of the year.

For 2012 we need to set some simple goals. I would like to see us on the path to financial stability. With the turmoil in our global economy, this is a large challenge, but this needs to be a priority so that we can move forward to fulfill our newly adopted mission slogan. Moving forward with our outward look to the community is also a paramount for our future. Our mission as illustrated by Christ is to serve others and we need to keep following that path.

Respectfully Submitted,  
Chuck Davis  
Moderator



Clerk

First Congregational Church Of Georgetown  
Membership Information

**Members as of 12/31/2010**

**211**

Deaths 2

New Members 1

Confirmation Classes 0

Baptisms 1

Weddings 0

Funerals 0

Deaths:

Ginny Ryder

Homer Tapin

**Members as of 12/31/2011**

**210**

*Respectfully,  
Michelle T Bridges  
Church Clerk*



## Diaconate

Members and Friends of the First Congregational Church of Georgetown:

Wow! What a year. As I began to look through our agendas, notes and overall conversations of this past year I smiled and thought "what a year!"

I found it interesting to read the definition of the word deacon: "The office of deacon in today's church has its roots in the office of deacon in the early church. Deacons give leadership to the church's ministry of serving the physical and spiritual needs of members and people beyond the church."

As I write this letter we now have a settled pastor, Rev. Lorraine Edwards. We have our beautiful new sanctuary and we are blessed to have a membership of many people who share their talents and their love for this church and the church family. Changes, as we all remember, are exhilarating. Rev. Edwards has already shown her intent to continue with our own church traditions, together with introducing some new ideas and thoughts to us.

Our Intentional Interim time with Reverend Deborah Adams came to a close in September. Rev Deb's departure was bittersweet. We were like new born lambs, ready to stand on our own feet, but looking ahead at the time with some uncertainty as the Search Committee was still diligently working on the quest for settled pastor. The deacons did a tremendous job of preparing to make this transition a smooth and happy one. Pastoral coverage, Pulpit supply ministers, lay services, all were beautifully covered by this board. I can only say 'thank you' to each member of the diaconate, well done good and faithful friends.

After reviewing information requesting we support an In-Care Student in the Essex Association, we agreed that the opportunity to be a Teaching Parish is an excellent outreach for our Church. It was voted to approve Lawrence (Skip) Walker as an In-Care Student in the Essex Association.

Easter Plants and Christmas Plants were distributed, together with Birthday Roses for our over 80 group and we had the cross and chalice refinished to their former beauty. It also should be noted that the diaconate members are always willing to visit home bound church friends as well as provide meals and rides for those who may need a hand. We need help identifying those who may need assistance, so please let us know of any church member who is hospitalized, laid up at home, etc. Thanks!

September 11<sup>th</sup> was also the Tenth Anniversary Commemoration of 9/11 and we held a service with local clergy, lay people, and fire and police officials. After the service there was a silent walk to the Memorial Garden at the Central Fire Station and the tolling of the church bell. This was a very somber and moving day.

The Cabinet issued a challenge this year to all boards to help in fund-raising. The diaconate has excelled in this! We have begun, what hopefully will continue for some time, the "Workless Supper". Each month on the fourth Sunday anyone who wishes can gather with us at a specified restaurant for social enjoyment and cheerful companionship and donate \$10. to the 'kitty' for the church. This has been very successful and I thank everyone who has



## Diaconate (continued)

chosen to share these fun times with us.

Lastly, I would like to thank each member of the diaconate. Each of you was chosen for your individual talents, together with your common bond of faith, belief and caring. Working together with these attributes can only assure us of a healthy and strong Church. I also wish to commend Chuck Davis for his leadership as moderator, his dedication to our church is endless.

As always, my favorite quote, "God's love is so large it covers the world, but so small it can curl up in the corner of your heart." Blessings, Gladie Kneeland, Chair~Diaconate



## 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. Our attempts to recruit teachers and helpers in the Sunday school continues to be vigorously engaged as the student numbers have decreased for a variety of reasons, the largest loss is due to families moving to other areas. In cooperation with the safe church committee we were able to have all teachers CORI/SORI checked. Due to a reduced enrollment, grades were combined k with 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. Discussion involved redesigning the program to be a "one room" school with stations that would address age appropriate material. This remains a back-up if enrollment continues to decline and teachers are not available.

The current school year was kicked off on Rally Day with a visit from Moonlight Productions Director who expertly amazed the children and congregation with his tale. His performances are always memorable and provide an excellent with which to begin the school year.

The Board also continued with the curriculum offered by The Whole People of God. This curriculum has proven valuable as a resource to provide to meaningful lessons and activities while giving teachers a very user friendly format to develop lessons. This curriculum also remains a significant savings to the budget.

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. This event is always well received.

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.

Carol Lutes, Chairmember BCE



## Christian Education Director

I want to send special appreciation to our church school teachers, assistants, and other adults who helped with special events. We raised money for our annual Heifer donation in February, UNICEF in October, and donated many food items for the UCC nation-wide 11-11-11 appeal, which was very successful because of the generous contributions of all of our members and friends.

I recently read an issue of a Christian magazine which was devoted to Protestant church memberships and programs across the country. The Northeast area fared very poorly as the area with the lowest figures in growth and attendance. We have seen this in our own church and that is one item that I hope our boards will address in 2012. In our church school we lost 5 families - with 13 children - last summer. This was due to 3 families moving away, one family returning to the Episcopal Church, and one for an unknown reason.

A small congregation has many benefits, being more personal, knowing most of the members as well as children, sharing joys and concerns and supporting each other in times of need. On my recent visit to our son in Florida we attended the Unity Christian Church. The minister gave an inspiring New Year's message and the music was enthusiastic but there seemed to be a lack of interaction between those attending. (I make these comments after attending only two services but my son doesn't seem to know too many people there.)

In the area of Christian Education, I hope we can move into the 21st century by using some of the new technology available. We could offer computer and video lessons to older children during church school time, plan intergenerational times to become better acquainted, enlarge our Christian Education program with an invigorating teen program, address additional community needs along with the services we now provide - the Food Pantry, facilities for the Senior Center, AA meetings, Scout gatherings, Moonlight Productions.

We use a UCC on-line curriculum, Whole People of God, which follows the lectionary each week.

Children are involved in so many activities today and may have peer pressures and influence that parents do not like. Our church can provide good support with church school lessons based on the love of God and home. And we plan to offer on-going conversations with parents on the challenges today of raising children who reflect their beliefs. There is literature available on parents as spiritual advocates, a UCC-sponsored sexuality series for children at different age levels, and much information on being environmentally conscious in God's world. We encourage all adults to share ideas and concerns with us and, then, to participate in the religious education of our children.

Blessings to all - Gloria Webster



# Youth Group

## Report of the Youth Group for 2011

The First Congregational Church Youth Group consists of two Adult Leaders. Skip Walker also served as a Leader during his internship. Youth participants range from 6<sup>th</sup> grade to 11<sup>th</sup> grade. Highlights from the previous year included:

1. Super Sub Day – The Youth Group made and delivered many sub sandwiches on Super Bowl Sunday.
2. Halloween Party – The church school rooms were transformed into a Haunted House. Within the Haunted House, there was a Graveyard, a Witches room, as well as a Laboratory. Many patrons were spooked by many ghouls & goblins. This event has become a favorite annual event.
3. Dinner & Play – The Youth Group hosted a spaghetti dinner prior to JT Turner's production play. As this is a major source of the Youth Group fundraising efforts, the Youth Group will continue to host a dinner prior to each Saturday evening production.
4. Paint Ball – The Youth Group enjoyed an afternoon together playing a friendly game of Paintball. Whether we split into two teams, or worked as one, everyone enjoyed a fun afternoon.

Plans for the coming year include making and distributing submarine sandwiches on Super Bowl Sunday, a ski trip, and a mission trip/service project.

Respectfully submitted, Rich Brock



## Trustees Report

The year 2011 started with a very cold and snowy January and early February at which time we were finishing up the final details of renewing the Sanctuary. The time and efforts of the Sanctuary Committee, Trustees, and Volunteers was shown to the Congregation and greater Georgetown community after the work was complete. Needless to say, this was our great accomplishment for 2011.

We began a recycling effort, and began on formalizing and organizing our church use policies and fees with the help of Michelle this past year.

Otherwise, it has been a pretty quiet year of lawn mowing and snow removal with little in the way of emergencies or major Facilities work being needed.

We want to thank Rachel our Sexton for her great work in keeping the church tidy and orderly. I am sure not having any major restoration work in 2011 has been very welcome.

We thank everyone who has helped to care for the inside and outside (where does John put all of those fallen leaves?) with their unsung volunteer efforts.

Please remember to come and help with the Spring Cleaning just before Easter it is a fun half day working with all your Church Family to beautify the Church for Easter.

Sincerely,

Steven Pinto

Joe Rawlins

Jo Stewart

Brendan Cominski



## Music Team

The Music Team met informally and by email in the spring to discuss general music business. We approved money to be spent to have the pianos tuned; the grand piano in the Sanctuary and the upright in the Fellowship Hall. We were able to give away an irreparable piano that was taking up space in the 3rd floor classroom. We had some discussions on ideas/fundraising but decided to wait to implement anything until a new minister was in place.

Our annual Christmas caroling was a huge hit this year with over 35 people coming together for singing, cookies and hot cocoa! We thank everyone who participated and were so glad to see friends of friends come out. We hope to possibly see some of these new people in our choir(s) some day soon!

We finished out the year discussing tough budget issues. We pray that we will be guided in the right direction to keep our music program running as the cost of sustaining a popular and important aspect of church life is compromised. We welcome any and all musicians to our choir, bell choir, and band and welcome your ideas on ways to enhance the music in our church!

Sincerely,

Kirsten Davis, Chair

Dwight Southwick

Ruth Stewart

Kim Knapp



## Women's Guild

The Women's Guild continues to be supportive of our church's goals and friendship to each other. We welcome newcomers and one need not be a member of our church to enjoy our fellowship.

During the fall and early winter months our Sanctuary underwent major renovation. We offered to donate new curtains for the Choir loft. Beautiful material, the color of the oak paneling, was purchased with Guild funds and sewn into curtains by Karen Young in time for the Dedication Service.

After a long, hard winter, we got together at the end of February to hear from Leslie Levenson, founder of the Community Giving Tree, a mission directed toward helping children of Essex County. Leslie told an inspiring story of her group, about the teachers, nurses, and social workers who identify needy children. We then undertook a campaign to raise awareness and to ask the congregation for help in purchasing items for babies. As a result we donated diapers, pajamas, receiving blankets, and other miscellaneous items with a value of between \$400 and \$500, plus fifteen hand-made quilts.

Our March meeting was devoted to finishing off baby quilts under the leadership of Millie Gangloff. It is her expertise that makes this mission possible. Donations to the Coffee Hour Penny Bowl were counted and applied to supplies for the Community Giving Tree.

Gus Reusch, historian and curator of the John Greenleaf Homestead, was our last speaker for the spring and also our first speaker for the fall season. In April he gave us an entertaining history lesson on our Merrimack Valley poet, Greenleaf, and at our September meeting he examined the life of poet, Robert Frost. We also enjoyed our annual luncheon outing in May at the Bradford Tavern in Rowley. We held the meeting in their lovely upstairs room and plan to repeat the pleasure this year!

During the summer months we lost a dear member to the Guild. Ginny Ryder passed away after being house-bound for several years. She was a long-time, devoted supporter of our Guild programs and missions.

Guild women, again, headed up the famous Church Fair "Cookie Walk" and we are grateful to all others in our congregation who contribute their favorite cookie goodies to this cause. We were practically sold out, after the Friday rush!

Speaker Lisa Scala, owner of Scala's Art Center in Georgetown, and our annual Christmas Party hosted by Barbara Morehouse at her Wheelerbrook Farm, rounded out the year with good cheer. Lisa brought us interesting news from the many talented business and artistic people of Georgetown when she talked with us in November, and we enjoyed luncheon, Christmas stories and carols at Barbara's. Our Christmas donations included 156 pairs of socks for Ruth's House and a \$150 donation to the Community Giving Tree. After bidding a fond adieu to Rev. Deb in September, we welcomed our new Pastor, Lorraine Edwards, to our Christmas party, and we look forward to a shared warm friendship.

Respectfully submitted for the Women's Guild

Joan Chatterton, Secretary



## Missions Coordinator

At the beginning of 2011, without the leadership of a "Missions Chairperson", the Steering Committee of the Women's Guild took on the task of coordinating the various mission projects in the church. We are a work team in progress, with still much to do.

Under the leadership of the Board of Christian Education and CE Director, Gloria Webster, \$239 was raised for **Heifer Project International** in February through a Candy & Craft Sale. For those who are newcomers to our church, Heifer Project is one of our church's most important missions. In the forty years that we have raised money through candy and cookie sales, choir concerts and talent nights, we have probably filled an ark full of animals that have been sent to poor people all over the world. The simple idea behind Heifer is that a family, receiving an animal, must in turn pass on an offspring to another family, thus multiplying the gift and creating ways for people to earn income from their animals.

In the early spring the Guild women sponsored a drive for the **Community Giving Tree**, located at the Second Congregational Church of West Boxford. The CGT's mission is to help impoverished children from the Merrimack Valley area. These children are recognized by their teachers, nurses, and social workers who come to CGT to receive school clothes, baby supplies and baby equipment, free of charge. Our emphasis was on baby supplies, and with the help of the congregation, the Guild collected over \$400 worth of diapers and clothing and blankets for babies. In addition the women contributed fifteen hand-made quilts. There is also an on-going drive for good, gently used clothing for **Ruth's House** in Haverhill (a community Thrift Shop) with a box located in the hall by the side (Clark Street) door. Please continue to contribute good, clean clothing – especially children's, to this cause. At Christmas the Guild donated 156 pairs of new socks for Ruth's House mission.

Our church supports the United Church of Christ's annual **One Great Hour of Sharing** in the spring and **Neighbors in Need** in the fall, to which we contributed \$862. From our weekly pledges and contributions, donations to **Our Church's Wider Mission** (through the UCC) amounted to \$4,307.73. In addition we support scholarship funds both at the **Andover Newton Theological School**, and through the **Essex Association** for their "in care" students (\$700).

At Easter the mission portion of our Lenten offering (\$353.40) was allocated to the **Diaconate Fund** to assist local families, and at Christmas, the Mission portion of the Advent offering (\$577) went to **Brimfield MA Congregational Church** whose members have been reaching out to families, in that community, still recovering after the tornado disaster. The church suffered structural damage that is slowly being repaired. Our team also encouraged the congregation to take much needed supplies (water, flashlights, etc.) to our local Fire Dept. for distribution in the Western part of the state after the tornadoes hit, and a **Special all-Church Offering**, amounting to \$1,170, was generously given by our Church Family to help these stricken Massachusetts towns.

Our **Prayer Shawl Group** made many comforting shawls, all works of art, to distribute to those in hospitals, recuperating from surgery, or loss of loved ones. They also undertook a new ministry this year and created over 130 baby blankets and hats to donate to the neonatal ICU unit at Mass General Hospital in September – far exceeding their goal of 25 items! We applaud their enthusiastic efforts! Some of the same women undertook a project this fall to make neck bands (with cooling materials) for our servicemen and women stationed in the deserts of Afghanistan.

A **Children's Day Food Drive** was held and designated for our own Food Pantry. There is an on-going need for helping people right here in our own community. We can contribute non-perishable food items (cereals, hearty soups, spaghetti sauce with meat, etc.) and we also accept items for the Pantry



## Missions Coordinator (continued)

freezer (vegetables, chicken, hamburger, etc.) and personal hygiene items (toothpaste, shampoo, etc.) and paper products. Recyclable grocery bags (**Red B.A.G. – “blessings and groceries”**) are available for use when you do your shopping and as a reminder to buy extra for the Pantry. We continued to encourage contributions to the Pantry through our **MISSION 1** drive in November. For the first eleven days in November (11/1/11 through 11/11/11) we challenged the congregation to contribute 1,111 items for the Pantry. The congregation stepped up to the plate and our goal was easily reached through the generosity of our members.

**Equal Exchange** started with an idea: what if food could be traded in a way that is honest and fair, and using organic ingredients, empowering both farmers and consumers. To that end, some of our members undertook to sell Equal Exchange coffee and chocolate at our Coffee Hours. That effort generated \$116 in sales that directly benefit the people who grow and make the products.

Finally we remembered the children of **H.O.M.E.** at Christmas with a Narthex full of colorfully wrapped gifts that went to Orland, Maine, one of the most impoverished areas of our country. Each child is represented by two tags on the Christmas tree, and on those tags are the child's wishes. We can say with confidence that at least two of their wishes are fulfilled with the gifts we bring.

We know there are many more needs that will face our Church Family, especially in these difficult financial times. We are asked for help from many organizations. Remember this: when we are asked by *our church* to help with a special offering (disaster relief, for instance) 100% of that money will go to those in need through the United Church of Christ.

Thank you, one in all, for your caring and giving hearts.

Marion Harding & Joan Chatterton for the Outreach Coordinating Team

**The Team:** Isabel Gammon, Marion Harding, Ann Kelloway, Jean Perley, Vivian Rasmussen, Joan Chatterton. **Heifer Project:** Gloria Webster/Board of Christian Education; Advisor to Cabinet for Lenten & Advent Offerings: Nancy Aberman; **Community Giving Tree:** Women's Guild; **Spring & Fall Food Drives:** Pam Sheehan, Diane Townsend, Gloria Webster, Michelle Brock; **Pantry:** Skip Walker, Peggy Smith, Karen Young, Pam Patrie; **Equal Exchange:** Kirsten Davis; **Michelle Brock;** **Prayer Shawl Ministry:** Michelle Brock and her creative group of stitchers; **H.O.M.E.:** Diane Townsend assisted by the Youth Group with leader, Rich Brock; *and each and every one of you who have assisted in any way!*



# Fair 2011

Fall Fair 2011  
October 22 & 23

Chair: Deb Lamoureaux

In these budget conscious times, it amazes me what this church can do! Once again, our entire church family has risen to the occasion! We have had yet another great church fair.

The "Annual Fair" is our biggest and best fundraiser of the year. The new format continues to work well. Familiar faces were back and they now seem like family too! They all wanted to catch up on the news around the church. New crafters were surprised to see the ease in which our family mixes with the crafters. Once again 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. Who keeps what in her oven at home?!?!?!?

Saturday was a surprise to all with the first snow of the season in October! The great pumpkin on the lawn donated by Bob & Barb Morehouse made the entrance to the fair perfect!

The new racks we got for the White Elephant helped the setup & take down go more quickly. Our donations for the raffle were down a bit this year but it was expected due to the economy but it was still a success even Nat Tidd with her 30 day pass to the woman's workout center enjoyed it. The guys had another successful golf outing which added to our coffers. The Shabby Chic Boutique has started to grow! The Mother Daughter Tea again sold out 2 rooms with 2 seating's and an overflow!

The idea of making the fair a one day event instead of 2 has been brought up again by a number of people. Move some of the elements (lobster lunch, the tea & the Shabby Chic Boutique maybe a full blown rummage sale!) 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.

I feel strongly about this and would like to talk more about this during the coming months. I know it scares some people who say that this is not the time but we are not eliminating anything just spreading it around the calendar. Let's talk about this more.

The Fair total for 2011 was \$12,154.43

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

Deb



## Flower Team

A mild winter has fooled the daffodils into “fast forward to spring” at the front of the church. Hopefully the buds that have poked up are hardy enough to survive the remaining winter weather chill and provide a welcome display come spring. As expected, all of the gardens survived the insults of the previous year’s construction projects and put on a good show of color. Thanks to everyone who pruned, raked, pulled weeds, and planted.

### Highlights of 2011:

A stone bench in memory of Florence Hamelin was purchased using funds donated by the Georgetown Country Gardeners. It now graces the front lawn, but its position may change as input is received on the preferred view.

A giant pumpkin and smaller relatives donated by Wheeler Brook farm brightened the Clark St. entrance during the fall fair.

- Once again our neighbor, John Face, created and maintained a beautiful display in the back planters.

The yews and other shrubs on both sides of the front stairs received a much needed pruning over the summer.

Deb Lamoureaux and Marti Walsh’s Daisy Girl Scout troop planted annuals around the front gardens and in the Clark St. planter.

Plans for a small, decorative, vegetable garden on the front lawn were temporarily delayed when the soil was analyzed and came back with a “medium” lead level. A raised bed vegetable garden is now under consideration.

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 houseplant 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/Hospitality Team

The Social/Hospitality Committees have continued to host coffee hours and special events during 2011. Fellowship after worship is an important time to meet new people to our church and to catch up with friends that we do not see during the week.

Special events in 2011 included:

**January** - The Pot Luck luncheon after the Annual Meeting was a great success and will continue for 2012. Everyone's contribution of soups, sandwiches, and desserts was appreciated at this event!

**February** - With the repair of our sanctuary completed we hosted a special celebration and luncheon following the worship service.

**March** - Our celebration of our repaired sanctuary continued with a community wide celebration complete with goodies.

**April** - We hosted a luncheon following the celebration of Homer Tapin's life.

**August** - We hosted a cook out with Chief Caring Hands, the first lecture in the Beecher Series.

**September** - We said goodbye to Rev. Deb with a luncheon after our church service on September 11<sup>th</sup>.

Also in September, during Georgetown Days, we sold apple crisp, cookbooks and had a bake sale. Kirsten Davis coordinated this event.

**December** - We celebrated the arrival of Reverend Lorraine Edwards with a special coffee hour after the 12/4 worship service.

After our Christmas Eve Service we had fellowship time with punch and cookies. This was a great time to greet old friends and to meet new ones.

Even though Kirsten Davis stepped down from the Social Committee 2 years ago her help has continued to be invaluable. Thank-you, Kirsten!

Thank-you to all in our church who have helped with coffee hours, special events, receptions, and luncheons with their baking, serving, coordination and cleaning up. It has been an easier job thanks to the efforts of all of you!

This year one of our members, Nancy Clift, moved away.

Please consider serving on the Social /Hospitality Committees!

Janice Murphy  
Kirsten Davis  
Deb Lamoureaux  
Laura Zalewski



## Ad Hoc Bylaws Revision Committee

**Version 4.0 of the Constitution & Bylaws was adopted at the 2011 Annual Church Meeting. Version 4.0 accomplished the following:**

1. Replaces all references to "our Church" with "Our Congregation" in response to your input at the 10/17/10 Special Meeting and makes it clear that this term refers to ***The First Congregational Church of Georgetown, Incorporated***, our official corporate name under the laws of the Commonwealth of Massachusetts;
2. Removes those Bylaws which we have re-classified as Administrative Policies and Procedures and designates the new document as Version 4.0;
3. Adds definitions for the terms "Constitution," "Bylaws," and "Policies;"
4. Eliminates the terms "Board," "Committee," and "Coordinator" and replaces them with the single term, "Team;"
5. Redefines the Corporate Staff positions as Basic Staff and Expanded Staff and defines whether or not the individuals filling these positions need to be members of Our Congregation;
6. Adds a responsibility to every specified position and team to comply with the additional duties specified in the new *Administrative Policies and Procedures* document;
7. Changes the time of Our Congregation's annual meeting from "an appropriate date and time during January of each year" to "the last Sunday in January;"
8. Makes other minor (no change in meaning or intent) "cleanup" changes in wording and paragraph cross-reference corrections.

**The new *Administrative Policies and Procedures*, Version 4.0 accomplishes the following:**

1. The definitions are repeated with some expansion for *Constitution*, *Bylaws* and *Policies* to help clarify the conceptual differences;
2. Term limits are specified for the Corporate Officers;
3. The specifications for the Teams are revised to Basic Staff and Expanded Staff:
  - a) The number of persons on Basic Staff Teams are reduced and some of the terms and term limits have been altered;



## Ad Hoc Bylaws Revision Committee (continued)

- b) The concept of Expanded Staff for the Teams is new and allows flexibility in the sizes of the Teams. However, it places a maximum on the number of expanded staff members who may vote at Team meetings and establishes terms and term limits for expanded staff members.
- c) These new concepts are defined but will not become effective until a later date yet to be determined.
- 4. There are some minor wording changes to make the *Administrative Policies and Procedures* compatible with the Bylaws;
- 5. Notice of time and place for meetings is reduced from seven days to 48 hours prior to the meeting;
- 6. Permission to amend the *Administrative Policies and Procedures* is conveyed to the Cabinet provided the amendments are written and available at least seven days prior to the Cabinet meeting at which they will be considered.

During 2011 we developed Versions 4.1, 4.2, and 4.2.1 of the Administrative Policies and Procedures as we struggled with the terms Corporate Staff, Paid Staff, Corporate Shepherds, and Paid Positions. Finally at its 11/10/11 meeting, we got the Cabinet to adopt Version 4.2.1 of the Administrative Policies and Procedures.

**Version 4.2.1 of the Administrative Policies and Procedures accomplishes the following:**

- 1. The term Corporate Staff is changed to Team Members;
- 2. The Meetings Policy is restored;
- 3. There are a few other minor wording changes with no change in meaning.

Following the above we updated the Constitution and Bylaws, Version 4.0 to Version 4.2.1 to bring its wording into line with the Team Members change plus some other minor wording changes and got Cabinet approval to present Version 4.2.1 of the Constitution and Bylaws to the Church Membership for adoption at the 2012 Annual Meeting.

The Constitution & Bylaws Revision Team:

Allan R. Barlow, Dorothy Blanchard, Robert Knapp, and Peggy Smith



## Pastoral Search Committee – Annual Report 2011

On Sunday, December 11, 2010, the Pastoral Search Committee recommended and the congregation of the First Congregational Church of Georgetown, UCC agreed to Call the Reverend Lorraine G. Edwards as their settled pastor.

The Calling of Rev. Edwards as our settled pastor culminated nearly two years of faith inspiring work by the members of the Pastoral Search Committee. Beginning in January of 2010, the Pastoral Search Committee spent many hours together and with the congregation to gain a comprehensive understanding of who we are as a church and where we want to be in the future. This was accomplished through many one on one discussions, a Breakfast meeting, letters and surveys, along with congregational meetings and cafes. These discussions resulted in a Church Profile, which was completed in March of 2011.

With the Church Profile completed, the Pastoral Search Committee began the interviewing process.

- Seventy Six Profiles from interested Pastors were received and evaluated
- Thirty One Profiles were retained which resulted in twenty seven initial interviews
- Four second interviews were conducted
- The Pastoral Search Committee listened and observed two candidates at local churches
- The Pastoral Search Committee listened and observed the final candidate at a neutral pulpit.

On October 12, 2011, the Pastoral Search Committee voted unanimously to Call Reverend Lorraine G. Edwards as our settled pastor. Reverend Edwards accepted this Call on October 12, 2011.

I would like to thank the members of the Pastoral Search Committee for their dedication and commitment to the Pastoral Search process as well as to the First Congregational Church. Their perseverance, support of each other, and strength to accomplish our mission and goal to Call a settled pastor is inspiring. It has been an honor to work with a very special group of individuals.

Respectfully submitted,

### Pastoral Search Committee

Richard Brock – Chairperson

Jeff Gillen

JoAnne Kelly

Deb Lamoureaux

Janice Murphy

Susan Stead

Steve Pinto



## UCC Delegate

Report from Andover and Essex Association's Fall Fellowship Meeting, October 23, 2011.

We met at 2:00 PM at Christ Church United in Lowell, MA. There was a wonderful service with much singing and praising God. The songs were from many different places. There were songs that were from Mexico, Peru, as well as some more contemporary songs, and hymns we know like "Santo, Santo" in three languages.

There were also several different readings, like Psalm 98 in Lao. It was truly an ecumenical service. Communion was given by intinction with everyone in a circle around the sanctuary with the servers moving around the circle. I felt it was incredibly moving as it was not any way I had ever partaken in communion before.

The address was given by the Reverend Nick Carter, President of Andover Newton Theological School. While I am biased, because of how much I like Rev. Nick, but it was a very enlightening address where he talked about the history of religious education in America in general and of Andover Newton Theological School in particular. He spoke about how several years ago the faculty and staff of Andover Newton got together and they threw out the old way of educating up and coming clergy.

This new way is preparing clergy for being leaders in this ever changing world. The requirements are set up so that the students have to learn about other's way of faith, as well as our own. There is more than just book learning, but practical experience and the setting up of connections both ecumenically as well as in the interfaith communities. They are not just going forward with the new ideas and ways, but have put in tracking of their graduates to continue to improve their curriculum and keep it relevant.

There were also reports disbursed throughout the service. There was a report from General Synod. There were thirteen actions adopted as well as 3 Constitution and Bylaw Revisions. If interested, you can find the information at the website [www.ucc.org/synod/resolutions](http://www.ucc.org/synod/resolutions).

The Reverend Marie J. Lucca spoke on new church happenings in Haverhill and Middleton. She especially talked about the new type of church in Middleton. She is changing what a church looks like. This is more of a residential setting with armchairs, couches, and other more 'home' furniture. It is growing.

There was also a report about how Massachusetts Conference Staff is changing. The biggest change for us is that Donald Remick will not be our Associate Conference Minister, and Wendy Vander Hart will become our Associate Conference Minister as of the end of 2011.

The reverend Jonathan Goodell, Pastor of Tewksbury Congregational Church, Co-Chair of the Commission for Evangelism & Church Vitality, spoke about the Hispanic Ministry. This ministry is no longer funded by the Mass. Conference and is looking for help in funding this, I feel, extremely important ministry. For more information on this ministry, or to offer financial help, please go to [www.macucc.org/hispanicministries](http://www.macucc.org/hispanicministries).

Submitted by Lawrence W. Walker, Jr. "Skip"



## Stewardship Team

### **FCC Stewardship Team Report:**

The purpose of the Stewardship Committee is to coordinate and lead the Stewardship Campaign, which encourages our members and friends to pledge towards the annual budget and also offer their gifts of time and talents to the work of this church.

This year's activities included our annual pledge drive ("Entering a New Chapter"), which has yielded an increase of \$10,629 from 50 pledges thus far! A total \$70,958 has been received from church members and friends. The Stewardship Team would like to thank this year's speakers Chuck Davis, Gladys Kneeland and Matt Hartford for their outstanding inspirational speeches during the campaign.

The annual golf outing was attended by 16 hardy golfers and raised another \$815 during fall Church Fair weekend. The Stewardship Team would like to thank Tim Clift for his outstanding service to the Church and community. Tim ran the golf outing for many years and helped raise another \$3,075 in setting up the gift-giving tree in the narthex this past spring. The Clift family as you may be aware has moved to Winchester, MA.

We would also be remiss if we did not thank Michelle Brock and JoEllen Fielding in their aid with a lot of behind the scenes work all year long!

Blessings,  
Richard Aberman & George Comiskey