

TABLE OF CONTENTS

Annual Report 2017

Warrant	2
Clerk	3
Pastor's Report	6
Minister of Stewardship	8
Investment Team	9
Minister of Worship	10
Flower Coordinator	11
Minister of Hospitality	12
Team All Ears	13
Team Open and Affirming	14
Minister of Outreach	15
Minister of Faith Formation	16
Faith Circle	18
Scouting	19
Treasurer	20
2017 Financial Report	20
Mission Funds Report	23
Perry Park Preschool Funds Report	24
Choir Coffee Funds Report	25
Proposed First Half of 2018 Budget	25

Groveland Congregational Church
United Church of Christ
Annual Meeting Warrant – 2018

- To: The members of the Groveland Congregational Church, a member of the United Church of Christ, in Groveland, Massachusetts.
- Greetings: In accordance with Article V, Section A, Paragraph 1 of the bylaws you are hereby notified that the Annual Meeting will be held on Sunday, March 4, 2018 in Fellowship Hall following morning worship to vote on the following articles:
- Article 1: To view and receive the 2017 reports of the Officers, Ministers, teams, and Organizations of the church.
- Article 2: To see if the church will vote to accept the proposed budget for January 1, 2018 to June 30, 2018 current expenses as presented by the Minister of Stewardship, and to transfer General Fund and cash balance from 2017 to the 2018 General Fund or to take any action thereon.
- Article 3: To hear and act on the nominations from the Ministry Team.
- Article 4: To see if the church will vote to authorize the Open and Affirming team to write an Open and Affirming Covenant to be presented for a vote at a duly called church meeting to be held no later than June 30, 2018. Team O and A will solicit Congregational input for the wording of the covenant.
- Article 5: To see if the church will continue to sponsor Boy Scout Troop 87, and Cub Scout Pack 113, during 2018 and 2019.
- Article 7: To act on any additional business that may properly come before the church at this time.

Given under my hand this 18th day of February in the year of our Lord two thousand and eighteen.

Jane A. Holden,

Church Clerk

Clerk's Report

Annual Meeting March 5, 2017

The 290th annual meeting of the Groveland Congregational Church was called to order by the Moderator, Robert Lay, at 11:45 a.m.

There were 76 members present.

Article 1. To view and receive the 2016 reports of the Officers, Boards, Committees, and organizations of the church. David Niles then made a report in the absence of Linda Prescott on the state of the parsonage restoration. So voted.

Article 2. To see if the church will vote to accept the proposed budget for 2017 current expenses as presented by the Board of Trustees, and to transfer general fund and cash balance from 2016 to 2017 general fund or to take any action thereon. Motion to accept was made by Rod Warner and seconded by Caroline Cranos. A brief report was made telling us that pledges are down and laying out the plan to cover the deficit. Motion approved.

Article 3. To see if the church will vote to authorize the trustees to transfer such funds as needed during the year from invested funds held by Cambridge Trust to cover the 2017 deficit budget up to an amount not to exceed \$23,294. Motion to accept was made by Linda Niles and seconded by Lisa Quinnan. So voted.

Article 4. To see if the church will vote to suspend for two years the bylaws that define church organization except those needed for legal standing as a nonprofit organization, so that we might move into a team model of organization that reflects greater stewardship of the

time and talents of our membership. For clarity, that suspends Article 8, Article 9, Article 10, Article 11, Article 13 Section B of the GCC/UCC bylaws adopted September 2012 for a period of two years. Laurel Puchalski made a motion to accept, seconded by Ron Mertens. Discussion led to Debbie Stephenson presenting the following amendment:

To see if the church will vote to suspend for two years the bylaws that define church organization except those needed for legal standing as a nonprofit organization , so that we might move into a team model of organization that reflects greater stewardship of the time and talents of our membership. I move that the below mentioned Ministry Team Leaders be empowered and recognized with the legal authority to do the work of Groveland Congregational Church using the bylaws as adopted September 2012 as their guiding principle.

For clarity I suggest suspending: Article 9, Article 10, Article 11, Article 13 Section B of the Groveland Congregational Church United Church of Christ bylaws adopted September 2012

Further I move that we elect the following individuals to serve a two year term as our initial Ministry Team Leaders

Minister of Stewardship David Niles

Minister of Worship Linda Paulet

Minister of Faith Formation Caroline Cranos

Minister of Outreach Ellen Jordan

Minister of Hospitality Ron Mertens

Further, I move that this motion could be extended for a one year period if needed to finalize our new model of ministry into bylaws to be adopted at a duly called annual meeting of this congregation. Motion to accept was made by Kevin Sullivan and seconded by Laurel Puchalski. So voted.

The amendment having passed, Article 4 was accepted as amended with a unanimous vote.

Article 5. To hear and act on the report of the nominating committee. Motion to accept was made by John Statom and seconded by Kevin Sullivan. Deb Stephenson presented the names for our Ministry Team Leaders.

Minister of Stewardship David Niles

Minister of Worship Linda Paulet

Minister of Faith Formation Caroline Cranos

Minister of Outreach Ellen Jordan

Minister of Hospitality Ron Mertens

So voted.

Article 6. To see if the church will continue to sponsor Boy Scout troop 87 and Cub Scout pack 113 during 2017 and 2018. Motion was made and seconded. So voted.

Article 7. To act on any additional business that may properly come before the church at this time. There being none

Meeting was adjourned at 12:46 p.m.

The Church Clerk notes the following changes to the roles.

New members:

The following five (5) young people from the Confirmation Class joined on May 7, 2017.

Parker Watts Tommy Winningham Casey Winningham

Mikayla Tilden Karl Szarek

We were saddened by the deaths of eleven:

Steven Adolphson who joined the church on 5/2/93. He died on 1/16/17.

Harry Takesian joined the church on 11/2/52. He died on 2/3/17.

Florence Boynton joined our ranks on 12/12/43. She died on 2/13/17.

G. Donald Glazier joined this fellowship on 10/31/99. He died on 5/4/17

Seth Dallaire joined our church on 10/11/06. He died on 8/25/17.

Olga Munroe joined on 1/1/50 and died on 8/31/17.

Kenneth Wood joined our church on 1/7/45. He died on 9/9/17.

Elizabeth Candage joined our fellowship on 1/27/02. She died on 10/13/17.

Eugene Vater joined the church on 9/11/77. He died on 11/15/17.

Laurel Dumas joined our church on 5/22/66. She died on 11/20/17.

Jean Mansell joined our church on 4/15/62. She died on 12/6/17.

The year 2017 ends with 261 members.

There were no baptisms in 2017.

There were two (2) weddings.

Christine Sportsman to Joshua Hiller October 14, 2017

Haley Frushour to Matthew Palazzola December 16, 2017

Respectfully submitted,

Jane A. Holden, Church Clerk

Pastor's Report

After a long day, of talking to people, replying to emails, hearing frustrations, a home visit, I concluded the day with an evening meeting. It had been one of those days when I wondered if any church would still be around in 75 years. As I walked across the parking lot it was cold and scolded myself for leaving my jacket at home. I told myself not to worry, the journey was not long. Everyone had gone, the parking lot was empty, the church was dark and quiet. I looked up at the stars and unexpectedly stumbled into a Holy and Sacred moment with God. Though I was anxious to get home, I was filling with joy and hope. Though the day had been hard, it had also been filled with hope and the promise of new life. I stopped walking, and told God "thank you for letting me be the Pastor of GCC". Right there in the middle of driveway I said I was grateful for the opportunity to be the pastor here and that even if I don't get the opportunity to be a pastor until I retire, I am grateful for the richness of this opportunity here and now.

It was a completely honest prayer, that did not rest on hope of a better future, it was simple, heartfelt gratitude for the people and ministry of Groveland Congregational Church. It was a prayer that completely took into account the struggles we share, and the journey we have yet to traverse and at the same time it was a moment that let me know the scales are tipped towards joy, love, and partnership rather than negativity. I am truly grateful to be your pastor, grateful to be a pastor in a time when the church (the wider church) is figuring out if we will pass into history or if we will be something relevant for the future.

As I think back over this last year, I think what gives me the most hope is that people are willing to stay engaged in the conversation, that as a congregation we are willing to say that church is important even though we disagree on the issues we face. That people are willing to have hard conversations that stir up tears and frustration.

As we look towards the task of writing a profile and beginning a search for a settled pastor, I remain confident that GCC will be a very attractive church to some of the most talented and exciting pastors in the United Church of Christ. As a church you have so many desirable qualities, the wider community offers just as much, and your proximity to all of New England offerings is well positioned. Combine this with the work you have done, are doing, and will do exploring the Open and Affirming issues, tackling organizational structure, willingness to shift to healthier communication styles, and examining how your building serves the community, gives me the utmost confidence that GCC will be one of the churches that remains relevant for centuries to come. As I write this we are still in the early stages of exploring a contract extension. I am eager to explore this with you and as long as you remain willing to walk with me into the future I remain genuinely excited about walking with you into the future, just as long as we go together it will be good!

Now for the nitty gritty stuff you should know from the Pastor in an annual report.....

- 45 visitations (I keep a record that the Office Administrator and Minister of Hospitality have access too.)
- 5 young people Confirmed their membership as part of GCC
- Dozen or so hospital visits
- 5 funerals
- 3 weddings
- Monthly meetings with Greater Haverhill Clergy Association
- Monthly participation in a Community or Practice
- Weekly Pastor's Bible Study
- Weekly Bible Study at GCC
- 2 Book Studies
- 3 meetings updating the Massachusetts Conference on GCC Via Wendy Vanderhart
- 8 Special Worship Services Christmas, Scout Sunday, etc.
- Several hours per month helping Pack 113 transition its leadership and leadership model

- Monthly meetings with Troop 87 Leadership
- And other duties as assigned

Teams I am working directly with

- The Ministry Team
- Open and Affirming Team
- Team Remodel
- Team Mosses
- Social Media and Marketing Team
- New Bell Team
- I provided support and guidance to many other teams.

As my contract with GCC runs September to September, my vacation time runs that same pattern. This year I have used 2 Sunday and 1 weeks in February and plan to use the remaining 2 Sunday and 3 weeks in August.

Shalom
Pastor Chris

Building Faith for Tomorrow and Today
Professional Transitional Specialist & Revitalization Pastor

Office Hours

9 to 12 Monday through Thursday (at times things take me away during these hours) and most anytime by appointment. 774-318-6006 (call or txt) / PC@PastorChris.Faith

*I try not to be present on Friday and Saturday and try to avoid reading emails on these days as well.
When there is need I can and will continue to be present.*

Minister of Stewardship Report

2017 has seen the induction by vote of the church congregation of the Five Ministers Concept, replacing our former Boards/Committees Management of the church. It's been a year of change, new ideas, and challenges. Working in the "Team " approach" the five ministers have formed a management group moving the Church forward. The Ministers will be reporting their own accomplishments, ongoing projects and Missions of which they have been working and as you'll recognize, the five minister's missions overlap and work in unison.

As Minister of Stewardship I have developed eleven different "teams". Some consist of two or three people while others have more. Teams may be short or long term. Excitement, confidence and enthusiasm of the teams are witnessed. It's more enjoyable knowing what your doing is vital to the Missions of the church! We've turned the page on reducing those long hours of many meetings! (Yes, even I need to do better!) Formation of these Teams has been done by asking Members to think about joining in on the mission being needed. Often times by personal invitation or by email/text or phone call. Be ready! If you've not been asked yet, there may come the time when you'll be asked for your time or talent.

Being new we expect that corrections will be needed. Being flexible, improving communications, being respectful and working together are possible. Jen in the office has set up links on the church's website and by clicking on you'll find updates and news on what's happening. Monthly Bell letters as well as Sunday Bulletins passed out at Service along with notice boards found in Fellowship Hall and in the offices area also contribute to getting the news out to all. Members are always welcomed at our Ministers meetings along with a host of other opportunities that are scheduled in the church calendar. Members of the church are encouraged to speak directly to Ministers for any concerns, Missions, events or matters where confidentiality is maintained.

The following Teams need your awareness: They are in order of formation from the beginning.

- TEAM Benevolence....Caring for all gifts given in memory of loved ones. Mark Szarek Leader 3/1/2017
- TEAM Brinks....Security of Sunday Service Offerings. Robert Kent Leader 3/12/2017
- TEAM Reno....Management/Oversight building projects. Sandy Keene Leader 3/14/2017
- TEAM PPP....Management/Oversight Perry Park Preschool. Marie McCall Leader 5/1/2017
- TEAM College Bound....Griffith Maddox Scholarship Management. Rod Warner Leader 5/7/2017
- TEAM Narthex....Refurbishing Project. Sandy Keene Leader 5/10/2017
- TEAM Heat Curtain....Narthex Heat Project. Robert Lay Leader (Benevolence Gift) 6/3/2017
- TEAM B&G....Facilities/Grounds Management. Gus Gustafson Leader 7/7/2017
- TEAM Budget...Financial Management Oversight. Dave Stephenson Leader 10/30/2017
- TEAM Stewardship....Care of Financial gifting/Missions . Dave Niles Leader 12/6/2017
- TEAM Bylaws....Review/Updating existing Bylaws. Jane Holden Leader Dec/31/2017

Many thanks are given to those team members who have done a great job in making our church a recognized community leader. All your efforts, talents and kindness are much appreciated! The countless men, women and children that are helped by our church's many Missions are an ongoing and vital source for people near and far. That's GCC's WHY! Let's continue to be of service to folks as God is calling us to do! We hear you speaking and we respond.

Soon we will be moving forward in our Church's search for a Settled Pastor. There will come a time whereby your time and Talent may be asked for. I hope you search your heart and prayerfully listen to what God is saying. Our church's foundation is set upon all the people over the generations who answer this call for supporting this generous House of Worship.

As I think back just a year ago, things may have looked daunting at best, yet here we are, a little bit trim but a whole bunch proud and happy to be a part of the Groveland Congregational Church. Now is the time that we share our good fortune, our caring for people and our love of God with our neighbors and friends.

Least I forget, (speaking of TEAM work), one of this church's most important Missions, I want to give a huge Thank You to the people who give so much of their time and caring in the thrift shop to provide a place for folks to come, shop, talk and be listened to. Through all of your efforts so much has been provided by the monies raised to give Hope to the people this Mission serves. Well done everyone!

Many of you have been inquiring about any further discussions/plans/projects as to capital improvements. The Five Ministers along with Pastor Chris, Jen Petersen, Mark Szarek, Gus Gustafson, Sandy Keene, Dave Prescott, Nancy Wile, Ron Mertens and I have met monthly for developing our church's Needs Profile. Offering suggestions on how best to serve our community and surrounding towns with our future planning. We shouldn't just build any building without answering many concerns as to why it will provide for a better church, who might use it, what can improvements do to make our Mission(s) as a church work for those we serve, so on and so forth. This takes great time of course to study. This process is moving forward. No decisions are yet on the table. Your involvement is welcomed always. Mark Szarek and others on this review team can be most helpful and can answer your questions.

Please refer to all financial reports attached by Jen Petersen, Office Administrator/Finance Secretary.

Respectfully Submitted

David A. Niles

Minister of Stewardship

Investment Team Report

Cambridge Trust Company handles our portfolio and investments. The investment committee met with Cambridge Trust on February 15, 2017 and we discussed ways to increase our investment income while still being somewhat conservative with our portfolio. With that in mind we went to a total return policy of a 4% withdrawal rate based off of a five year rolling average. Total interest income for 2017 was \$20,289.01. This helped offset our projected 2017 budgeted deficit as we only budgeted \$8,000 for interest income in 2017.

Below is a summary for our 2017 portfolio. Detailed reports are available with Church Office.

Endowment Fund as of 12/31/2017 value \$656,168.82 estimated gross income \$51,704.19

Maddock Fund as of 12/31/2017 value \$263,443.12 estimated gross income of \$29,070.83. The Maddock fund is a special restricted fund for college scholarships typically for graduating high school students who apply and qualify. Only the earnings from the investment can be used for scholarships.

Minister of Worship Report

At the onset of this report, I would like to thank all those who have stepped forward to help in the weekly worship at GCC along with the special worship services: Maundy Thursday, Good Friday, and the 5pm Family Christmas Eve Service and the 11pm Christmas Eve Service of Lessons and Carols. We have 29 people who have come forward to assist in our weekly worship services as Worship Leaders, Sanctuary Assistants, Greeters/Ushers, and Lay Readers! Your help makes our services flow smoothly so that God's spirit may be felt among us.

If you would like to be a Worship Leader, Sanctuary Assistant or Greeter/Usher, please see me after church. To be added to the Lay Reader Schedule, please see Ron Mertens. Defining these roles may help you decide where you could help:

- Worship Leader - Assists the Pastor in the Order of Worship
- Lay Reader - Reading the weekly scripture
- Sanctuary Assistant - Be ready to assist anyone who may have questions or needs during the service and act as one of the Greeters.
- Greeters/Ushers - Greet people as they come into the Sanctuary and help take up the morning offering

During the summer, we had 3 supply pastors to cover the vacation time for Pastor Chris: Rev. Rona Tyndall, Rev. Elizabeth King and Rev. Alice Erickson.

In the Fall, we presented "Community Sunday" services on the third Sunday of September, October and November. In these services, the congregation had an opportunity to explore different aspects of the Christian experience. These discussion groups always opened and closed with prayers asking for guidance, understanding and an open heart.

For September, the adults divided into two groups to discuss: the exploration of our church, its building and our future; and to discuss our summer visits to other churches talking about what was liked and what didn't work so well.

In October we listened to a presentation by the 5 Ministers and followed it by a question and answer period.

In November, the congregation heard a presentation by the Open and Affirming Team with powerful stories by each member of the team.

The Music Ministry of GCC is under the capable hands of highly talented leaders.

Kathleen Tucker Gustafson directs the Senior Choir which sings throughout the choir season including the beautiful 11pm Christmas Eve candlelight service of Lessons and Carols designed by Kathleen and Linda Paulet, organist-music director. The Senior Choir also continues its outreach to church members who are residents in area nursing homes or are house-bound. The Senior Choir is always looking for new voices to join in singing the Lord's song. They rehearse on Wednesday evenings from 7:30 to 9:00. Please speak to Kathleen if you are interested.

The Chime Choir, a multi-generational group, under the direction of Bonnie Glazier, continues to enhance our worship experience through their beautiful playing and dedication to bringing God's word to us through music. They rehearse Sunday mornings at 8:15. There is always room for more "chimers"! Please speak to Bonnie Glazier if you are interested.

Bonnie Surowiec is our very capable director of the Youth Choir. The Youth Choir is a group of very enthusiastic singers ranging in age from 8 to 16. They meet on Wednesday evenings from 6:30 to 7:15 and are always looking for more young people to join. If you know someone who might be interested, please see Bonnie Surowiec or Linda Paulet for more information.

The members of the Music Team presented a concert by The Barnstormers, an all men's chorus, on September 23, 2017. This was an evening of beautiful music by 46 singers and attended by many in the surrounding communities. The Barnstormers arrived on Friday, the 22nd for the first of 3 rehearsals. On Friday evening, the wives of the singers (while the men were rehearsing) were entertained by Gus Reusch, a local historian, speaking on the illustrations of Norman Rockwell. Refreshments were provided by the ladies of Faith Circle. The chorus rehearsed on Saturday morning and dinner was provided for the chorus members and their wives before the concert by members of Team Music and Faith Circle. At the conclusion of their concert an afterglow party was held for the Barnstormers in Fellowship Hall with desserts provided by Faith Circle. Most of the members of the Barnstormers worshipped with us on Sunday morning, singing 3 pieces in the service. I would like to take this opportunity to thank, once again, all those who worked so hard on making this event possible: The ladies of Faith Circle, The Music Team (Dana Sherbourne, Jane Holden, Rod Warner, Bonnie Glazier, Kathleen Tucker Gustafson, Caroline Cranos, and Bonnie Surowiec). Thanks, also to many who stepped up to help when it was needed!

The Groveland Congregation Church continues to offer 5 Taizé meditation services throughout the year, planned by Bethany Balford, Caroline Cranos, Kathleen Tucker Gustafson, Linda Paulet and Priscilla Styer who interprets the themes through the use of liturgical art in its many forms using natural elements. These services, which are well attended, offer a time to seek peace, solace and meditation apart from our busy lives.

I would like to thank our music staff for all their hard work through the year: Kathleen Tucker Gustafson, Senior Choir Director, Bonnie Glazier, Chime Choir Director and Bonnie Surowiec, Youth Choir Director.

Respectfully Submitted,

Linda Paulet, Minister of Worship, Organist/Music Director

Flower Coordinator Report

The flower ministry continues at Groveland Congregational Church. The congregation continues to support the program by your orders year after year. This year we had 54 fresh flower arrangements with 35 being taken home, 16 being donated to the prayer list recipients and 3 being delivered to Rev. William Balch and Evelyn Wales's gravesites. Flowers brighten the sanctuary each week and without your donations we would not have them. Thank you to all who have put flowers on the altar this year. I would also like to thank everyone who helped deliver the donated flowers to the prayer list recipients.

A total of 36 potted daffodils, tulips and hyacinths decorated our altar on Easter. Thirty two of these plants were brought home to enjoy and the other four were donated to prayer recipients. Our supplier is Newton's Greenhouse, the quality and service they give us is outstanding.

We were unable to purchase poinsettias due to allergies. Priscilla Styer sold decorated boxwood trees to decorate the church for Christmas. Thank you, Priscilla.

Vivian of Anastasia's on Main St. Byfield continues to supply us with beautiful arrangements each week. The quality of both her work and flowers is outstanding. I enjoy picking up the flowers each week and seeing all her wonderful things in the shop. If you are ever in the need of flowers I highly recommend her.

I look forward to another year as flower coordinator of GCC. I love to stop and smell the flowers every week. Thanks be to God for their beauty!

Respectfully submitted,

Nancy Fitzgerald

Minister of Hospitality Report

This past year has been challenging, exciting and inspirational. As Minister of Hospitality I have been privileged to be part of a leadership team that is positive thinking and ready and willing to try new ideas. We are in the 21st Century, and while it is important to maintain some traditions, it is also necessary to make changes, look at different ways of doing things, and try new events and programs.

The Spring Festival was a perfect example of what outreach and hospitality can accomplish. Hundreds of people from the surrounding community came and enjoyed the activities (bouncy house, games, pony rides, petting zoo, etc.) and food in our parking lot and on the front lawn. It was a very rewarding experience.

Team Homecoming was a great success in September as we tried something different. Everyone seemed to enjoy the day and a lot of pie and ice cream was consumed. A special thanks to Sue Harnden, Judy Lynn, Deb Stephenson, Priscilla Styer, Nancy Cordaro and Barry Lay for being on this team. Who knows what this year will be like?

Although we haven't had any requests, there is a Team We'll Pick You Up for those who may want a ride to church.

Team All Ears was formed with the purpose of listening to those who have concerns about various issues. Nearly 30 people attended a get together after morning worship in late January for an open discussion and a chance to talk with members of the team. Members of the team have also met individually with several people and listened to their concerns. This team is just there to listen and not judge. If you would like to talk with someone about your concerns, let us know. A special thanks to Sandy Keene, Lisa Quinan, Kim Mosley and Nancy Fitzgerald for their listening skills and caring and compassion.

Although not a formal team at this time, many visits have been made to our homebound congregation by Pastor Chris and myself as well as several others. Also, phone calls are periodically made to many individuals to see how they are doing. In addition to these visits and calls, cards are sent on an ongoing basis for all kinds of reasons; get well, thinking of you, congratulations, sympathy, birthdays, etc. Nearly 200 cards were sent this past year. I know many of us receive cards from various organizations looking for contributions. If you have cards that you are not using, we would be pleased to have them for our use. Just put them in the Minister of Hospitality box in the middle office.

One of my goals for this year is to form a Team Caring to better serve this segment of our members. If you would like to be a part of a team that will visit, call and keep in contact with our homebound members and friends, please let me know.

Although not a part of the Hospitality Ministry, I would like to mention the Panera Bread Team. For the past several years a member of this team has picked up the surplus bread from Panera in Newburyport on Tuesday night. On Wednesday morning the bread is taken to three places; The Council on Aging in Groveland, Emmaus and Joyful Ladle in Haverhill. As a member of this team, and particularly as the person who usually delivers the bread on Wednesday (Bill Rogers fills in when I can't), I find this to be a very meaningful experience. We can use additional members on this team. The time commitment is minimal – about 1 hour every 6 to 8 weeks. If you would like to be a part of this team, please speak to Ellen Jordan or myself.

It was my privilege and fantastic experience to attend two workshop events this past year. The first was a Partners in Building Training Event in Cleveland, Ohio last September. This was sponsored by the Church Building and Loan Fund of the UCC. The second was Super Saturday sponsored by the Massachusetts Conference of the UCC last October. Both of these events were educational and inspiring. They provided the opportunity to hear what other churches and congregations were doing, what problems they were having and

how they were endeavoring to solve them. Events like these help put into perspective some of the issues we are experiencing and how we may improve what we are doing.

I thank you, the members of Groveland Congregational Church, for giving me the privilege to serve as Minister of Hospitality. I also thank my fellow ministers, Carolyn Cranos, Ellen Jordan, David Niles and Linda Paulet, for their help, wisdom and guidance. A special thanks also to Pastor Chris and Jen Petersen for all they do to lead and support The Ministry Team.

In closing let me just say that if there is something you think we should be doing that we aren't doing or that we should be doing differently, let us know.

Ron Mertens
Minister of Hospitality

Team All Ears Report

In October 2017, Team All Ears was formed with the simple goal of providing people in the congregation with a place to express any comments or concerns they may have regarding any aspect of GCC. We are a group of compassionate people with good listening ears and a deep desire to help our church community grow and strengthen. We recognize that our congregation is made up of a variety of people who think, feel, and participate in the life of this church in different ways. We value all perspectives. As we initiate conversations, we hope to facilitate respectful communication and even contribute to viable solutions to any challenges that surface.

Our efforts to reach out to others was generally well received. We formally engaged with twelve people but also had many informal conversations as well. We listened intently. Here are a few of the common themes that surfaced.

The speed of and presence of "change". During our time of transition, some may not feel included, be confused about their role, or even wonder why change is even necessary. Conversations which explore the reasons for adaptation can provide a chance to express views and ideas as well. Any controversy that comes forth is best discussed directly with person(s) involved.

Trust in our leadership teams. Concern was expressed for our new Minister team and our overall team structure, and pointed to the flow of information and workload. Are we fully supporting the Ministers by offering our assistance and/or participating on a Team? Are we truly aware of Team accomplishments and future plans? The success of the Team Model relies on all of us.

The role of our pastor. The traditional role of the pastor has evolved over the years. What does it now entail and how will it continue to morph in order to keep our churches strong into the future? Pastors are more accessible to all in the congregation and have a variety of duties beyond pastoral care.

Our style of worship. Do we seek a traditional or contemporary service or do we wish to be somewhere in between?

As Team All Ears members, it was not always easy to hear complaints or learn of unhappy congregants. But, we recognize that discussing difficult topics will also lead to productive reactions. We have faith that many good things are happening here at GCC!! If you have questions or want to know more about the wonderful things our church is doing, reach out and connect. Jen Petersen, in the church office, can most always direct you to the right person. Talk more with each other and our leadership. Stop by Pastor Chris' office for coffee and conversation. Call a Minister and ask "what's up?" and how you can help. Be part of a team for fun, fellowship, and positive results.

Lastly...let's remove the word "change" from our vocabulary. This is the time for us to think about OPPORTUNITIES!!

Team All Ears is here to support you. Reach out any time.

Thank you and God bless.

Ron Mertens, Nancy Fitzgerald, Sandy Keene, Kim Mosley, Lisa Quinn

Team Open and Affirming Report

The Open and Affirming Team was formed in January of 2017 with Priscilla Styer, Carroll Gustafson, Ellen Jordan, Lisa Quinnan, Barry Lay and Deb Stephenson as members. The team's purpose was to explore the process of becoming an Open and Affirming Congregation within the UCC. Over the past year the OnA team has:

- Prayed and discussed our personal feelings regarding OnA
- Read UCC guidelines on the OnA process
- Participated in UCC webinars regarding the OnA process
- Engaged in many one on one conversations with members of the congregation about the possibility of becoming an Open and Affirming Congregation.
- Met with members of the West Gloucester UCC OnA team
- Shared a Bible Study with Pastor Chris about passages commonly interpreted as being contrary to an Open and Affirming welcome
- Third Sunday in November incorporated OnA Scripture and prayer into the service. Acknowledged Transgender Day of Remembrance. Shared examples of Open and Affirming Covenants from area churches.
- Initiated the Ask It Basket as a safe judgement free venue for comments, concerns and questions about the OnA process
- Provided several opportunities to view and discuss the pertinent films "Gen Silent" and " Call me Malcolm"
- Invited the congregation to share in Bible Study

Throughout the process we have grown together – sharing our stories and trusting each other while listening to all the voices within our congregation.

It is with great joy and hope and trust in God's extravagant welcome for all people that Team ONA will present an article at the 2018 Annual meeting requesting that the congregation vote to authorize the creation of an Open and Affirming Covenant for Groveland Congregational Church. It is our prayer that favorable action will be taken on this article and that we begin the next steps in the OnA process, knowing that to be Open and Affirming is more than just words on a piece of paper or a symbol on a website – it is to welcome all into a loving and caring church community with celebration and support and encouragement. It means that we recognize the sacred in all people regardless of gender identity or sexual orientation.

Minister of Outreach Report

Jesus told the crowd another story. He said, "The kingdom of heaven is like a mustard seed. Someone took the seed and planted it in a field.³² It is the smallest of all seeds. But when it grows, it is the largest of all garden plants. It becomes a tree. Birds come and rest in its branches." Matthew 13:31-33

Groveland Congregational Church's Outreach Ministry has spent a year planting seeds and cultivating its garden of strong and beautiful trees.

Through the much appreciated efforts of our amazing and dedicated volunteers, the Thrift Shop generated over \$24,236, and served as a hands-on outreach to the people of Groveland and surrounding communities. The branches of this tree reached the following organizations with financial support: Emmaus Inc., Lazarus House, Pettengill House, Open Hand Pantry, Salvation Army, Groveland Council on Aging, The Joyful Ladle, Merrimack Valley Food Bank, Lowell Transitional Living Center, Habitat for Humanity, Anchor of Hope, Elder Services of the Merrimack Valley, Boston Rescue Mission, Our Neighbor's Table, UCC Christmas Fund, UCC Storm Relief and Beam's Dreams for War, WV. The Thrift Shop proceeds also provide quarterly support to Emmaus Inc., Pettengill House, The Joyful Ladle, and fuel assistance to 30 people through Groveland Council on Aging.

We spread our wings in April with the first annual Spring Family Festival. It was a beautiful day filled with music, games, food, gathering of folks from GCC and several nearby communities. Ticket and raffle proceeds generated \$1000 which was donated to Emmaus, Inc.

Our ongoing outreach activities provide an opportunity for a little more connection to our surrounding communities. Weekly Panera Bread pick-up is then distributed to Emmaus Inc., Groveland Council on Aging and The Joyful Ladle. Monthly meals to Emmaus Inc. and Mitch's Place are a wonderful opportunity to stretch your cooking skills and make a difference in someone's day by providing a home cooked meal. We thank those who have provided and are always looking for new volunteers. Monthly food pantry collection has generated donations for Pettengill House, Open Hand Pantry, Groveland and West Newbury COA's.

December's DCF Adopt-A-Family project provided 50 Christmas gifts for children.

Many of our church members and supporters continue to reach out to others through their own well designed projects such as the monthly Saturday Lunch, Beam's Dreams for War WV, Taizé Services, serving breakfast at Gar Park and making meals for folks needing a little extra help.

We are so blessed with generous and giving souls here at GCC. We excel at providing basic necessities for those in need. Thank you for being part of this wonderful expression of God's love and caring for all!

Respectfully Submitted,

Ellen Jordan, Minister of Outreach



"And the tree was happy." ~ Shel Silverstein, *The Giving Tree*

Minister of Faith Formation Report

Dear Members and Friends of GCC,

Last year at our annual meeting I remember thinking, what is “Faith Formation?” How is it different from “Christian Education?” I imagine I was not the only one asking these questions. From the UCC website (<http://www.ucc.org/education/>) I learned that “Faith Formation is at the heart of what the Christian life is all about. . . . We engage in the practices of our daily lives and the rituals of our faith communities—through worship, mission, working for justice and peace, evangelism, and education—so that our faith may be nurtured, enlivened, sustained, and *formed*.” Faith Formation is a process of learning and practice integrated throughout congregational and daily life. It includes opportunities for education and reflection, such as Sunday School and Bible study classes, as well as worship participation, engaging in community service, and intergenerational activities.

Reflecting upon this past year, I am pleased to report that Faith Formation has been an active ministry of Groveland Congregational Church, supporting tasks that in the past had been overseen by the Board of Christian Education as well as collaborating with other ministries and teams to meet the interest and needs of our congregation and community.

Education/Reflection

Our Sunday school program continues to welcome all children and youth from preschool to middle school each Sunday except for Inclusion Sunday. Our curriculum follows the lectionary, so youth are able to explore the Bible reading they’ve heard during service through discussion, games and crafts. Our goal is to help children and youth understand “real world” lessons from the Bible stories they hear or read and to think about how those lessons may guide them. Many thanks to our Sunday School Coordinator, Nancy Cordaro, who prepares and presents lessons from our curriculum and engages volunteers for class and special events, such as our Sukkot experience (thank you, Deb Stephenson!) Nancy’s energy, creativity and obvious love of our children and youth is a gift to our congregation. We are also pleased to be able to offer a discussion group for our older youth. Dian and Jim Cahaly have continued to plan and facilitate the High School discussion group which meets on the 3rd Sunday each month. We thank them for sharing their gifts and offering this opportunity for our high schoolers to gather and learn together.

We were happy to hold a confirmation class this past year and welcome 5 new youth members into our congregation. Confirmands met with mentors individually, engaged in group activities and discussions, and participated in worship experiences (Easter Sunrise Service, Confirmation Sunday) and community service.

We have offered a number of experiences for adults to gather for learning and discussion. Folks are welcome to bring their lunch and join in the Brown Baggers Bible Study Group on Mondays. There have also been several book discussion groups: two groups met (in the evening and morning) to discuss Marcus Borg’s “The Heart of Christianity: Rediscovering a Life of Faith” and “The Great Spiritual Migration” by Brian McLaren. We thank Pastor Chris Hart for leading these groups and Lew Harrold for facilitating the morning group’s study of Marcus Borg.

Participation in Worship

Vital church communities include children and youth as active participants and leaders in all aspects of church life. An important aspect of our work is creating opportunities for children and youth to participate in our Sunday service. By welcoming youth during Inclusion Sundays, we allow them to participate in Communion, share prayers of concerns and celebrations, and deepen their understanding of this aspect of congregational life. Working with the Minister of Worship, we have created opportunities for youth to participate in service by welcoming folks as greeters, ringing the bell, serving Communion, and acting as readers, most notably

during our Youth Sunday service and the 5 pm Christmas Eve service. Youth presented skits during Epiphany and Palm Sunday services. Youth also plan and present the annual Children and Youth Service in June, and they participate in the spring Soup and Vesper service organized by Chris Reagan, an evening gathering with readings, songs and, of course, soup. We thank Linda Paulet, Barbara BEAM McGovern, and Pastor Chris for their dedication and guidance in including youth in services.

Engaging in Community Service:

Our children and youth love participating in acts of service to the church and community, and we are grateful for our adult volunteers willing to organize and guide the events. The youth group continues to provide meals to Emmaus House twice a year. They also actively assist in supporting the community of War, West Virginia, by setting up donation bins and packing donated items for delivery. Other activities included putting together Thanksgiving Baskets with meal ingredients to be distributed to Groveland seniors through the Council of Aging, collecting funds for the Souper Bowl in support of local food pantries, and sharing Christmas carols and joy to several congregants at nursing facilities and their homes. During our Lenten project, games, toys, and craft materials were collected and sent to Camp Amerikids, a camp for children and youth with HIV or AIDs. Youth also joined in the work being done to beautify our space by painting the back porch.

Youth and Intergenerational Activities:

Intergenerational activities are an important aspect of faith formation. We are very grateful to Barbara McGovern who willingly expanded the scope of her position as Youth Group director to include an intergenerational focus, something that has been important to her for many years. These offerings have included monthly game nights where folks of all ages can gather, break bread and play games. Our parking lot became a drive-in theater this summer for Movie Night. Held in our parking lot during Halloween, our first “Trunk or Treat” was a big success (necessitating some anxious calls to family members to restock treats). Ten “trunks” were decorated and filled with treats for the community trick-or-treaters. Youth and adults also came together to present our Advent Experience, featuring a live nativity and crafts.

Besides numerous service activities, the Youth Group also assisted with the Palm Sunday Easter Egg hunt for younger kids. They enjoyed the yearly Youth group Scavenger Hunt and celebrated the end of the year with their Youth Group auction.

It has been a busy year with many activities and opportunities to grow in faith. We would like to thank our staff, Nancy Cordaro and Barbara McGovern, and volunteers who create these opportunities and so freely offer their talents and gifts, particularly Lisa Quinnan and Chris Reagan for their leadership and ongoing support of Youth Group programs. We welcome new ideas and energy! Please contact me if you have any ideas or are interested in leading or assisting with any Faith Formation event. And please think of the youth in your life and invite them – we’d love to have them join us!

In peace,

Caroline Cranos
Minister of Faith Formation

Faith Circle

Faith Circle is open to all women of the congregation, friends and neighbors, young and seniors. We serve our church and the community. We offer prayer support as well as feeding and supporting the homeless and the families of deceased love ones in our faith and neighborhood community. We are women who care for each other and our community. We work to care for any person who needs us.

It was voted to have luncheon meetings at local restaurants during the winter months and all have been very pleased with this new venue.

The Bake sales in the spring and fall have replenished our scholarship fund. On Baccalaureate Sunday, we awarded scholarships to: Brett Clark, James Lucier and Benjamin Peterson. The Judy Henry Scholarship was awarded to Jean Sherburne.

The Yoga group that meets weekly lead by Linda Niles and Sue D'Angelo, donated \$1000.

Faith Circle provided a funeral collation for Don Glazier and Laurel Dumas (Faith Circle member).

Two meals were prepared for the residents of Emmaus House, shelter for the homeless.

Faith Circle baked 30 apple pies for the Snow Flake Fair and all pies were sold and proceeds went to the church.

On Mother's Day, Faith Circle presented all the women of the church with a flower.

Rev. Patricia Long was the leader for the women's annual retreat held at Veasey Park for this year, all are welcome.

During the summer Faith circle got together for a fun time of mini golf and ice cream.

The Prayer Shawl ministry is open to all who knit and/or crochet. We have given 29 prayer shawls this year and all are given to anyone needing prayerful support or comfort.

Year-end treasury balances are as follows:

Checking	\$1,084.23
Scholarship	\$339.01
Prayer Shawl	0.00

Respectfully submitted by,
Priscilla Styer, Secretary for Faith Circle

Scouting Report

Pack 113 wants to thank you for continuing to be the sponsoring organization for our Pack. We have had a great year so far with 39 boys in 5 dens; it's suddenly time for more dens! We experienced a lot of change in our leadership, but found strength in working together. Now we are in the process of welcoming Jim Quinnan and Amy Szarek to the positions of Cub Master and Committee Chair. Both positions are key but Jim and Amy are well prepared. We have had fun, at the Apple Orchard, Sledding, and Pinewood Derby. With 39 scouts, parents, siblings, grandparents and other assorted relations we make a mighty impression when we arrive for an event.

Troop 87 wants to thank you for continuing to be the sponsoring organization for our Troop. We have had a busy year with monthly outings and adventures. We had 3 Scouts earn their Eagle Rank in 2017, had seven scouts crossover from Cub Scouts in March of 2017, six of them from Pack 113. And we had two boys join.

We had groups attend the 3 district camporees and did a reenactment camp at Rebecca Nurse for a weekend as well as a week at Hidden Valley for summer camp fun. The electronic recycling continues to be a big fundraiser for us as well as our wreath sales. Thank you for your support. We missed not having the Groveland Days food booth this year and have spent a lot of time trying to come up with another fundraiser that help us be noticed as a group in the community.

We currently have 22 active Scouts in the troop; we will have 2 aging out this spring but have 7 Arrow of Light scouts from Pack 113 joining the end of March. Additionally we have a Scout transferring from another Troop. After several years of service Bill Mandarano, the Committee Chair, is ready to step down and we are actively looking for someone to step into that role. Additionally we are working on preparing parents and other volunteers to help do the many behind the scene actions that happen at the troop level.

Both Pack 113 and Troop 87 are seeking a new Charter Representative as after nearly a decade of service Christine Reagan is ready to step down. Her attentiveness and support have been very important and we are thankful for her dedication to Scouting in Groveland.

Respectfully Submitted

Scout Master Jennifer Hart

Treasurer's Report

At last year's Annual Meeting, the congregation voted to authorize the transfer of \$23,293.81 to cover a potential budget shortfall. Fortunately, the shortfall never occurred and we ended the year with a positive cash balance of \$17,837.46. One reason for this was the Investment Team's decision to adjust the Total Return Rate to 4%, thereby increasing our income by approximately \$12,000.00. We also received some very generous donations. The 2017 ending cash balance will carry over to our budget for the first six months of 2018. The church has decided to move the financial calendar to a fiscal year beginning at July 1, 2018 and ending June 30, 2019. At this year's annual meeting, the congregation will be asked to vote on the 6 month budget as shown in this report. Later in the spring we will hold a Special Meeting to discuss and vote on the budget for 2018-2019.

For the first 6 months of 2018 we have received pledge commitments for 67 members totaling \$42,158. Annualized, this is approximately \$10,000 less than last year's pledges. We have transferred \$10,000 from the Perry Park Preschool cash surplus (with the preschool Director's blessing) to assist in covering the shortfall anticipated on June 30th. Additionally, in order to present a zero based budget, we have transferred an additional \$4,211.00 from the First Congregational Church of Haverhill Fund.

1		2017 Financial Report	Final 2017	2017 Budget	YTD Over (Short)
Income					
	1003.0	Estimated Pledge Shrinkage		-\$5,000.00	\$5,000.00
	1003.4	Pledges	\$94,994.03	\$92,000.00	\$2,994.03
	1004.1	Sunday morning Donations/Loose Offerings	\$7,534.25	\$15,000.00	-\$7,465.75
	1004.2	Special Donation	\$62.00		\$62.00
	1004.4	Memorial Donations	\$2,675.00	\$500.00	\$2,175.00
	1004.5	Miscellaneous Donations (mail)	\$21,920.57	\$2,500.00	\$19,420.57
	1005.0	Church School Collection	\$16.00	\$100.00	-\$84.00
	1008.0	Transfer from Special Funds			\$0.00
	1010.0	Total Special/Holiday Offerings	\$1,606.50	\$1,500.00	\$106.50
	1011.1	Perry Park Preschool Rent	\$12,600.00	\$12,000.00	\$600.00
	1011.2	Cell Tower Rent-Verizon	\$23,546.25	\$23,540.75	\$5.50
	1011.4	Total Use of Facilities-Other	\$700.00	\$500.00	\$200.00
	1012.0	Total Interest Income - All	\$20,289.01	\$8,000.00	\$12,289.01
	1013.0	Total Fundraisers	\$2,992.56	\$3,000.00	-\$7.44
	1014.0	Total Other Income(Lent/Steeple)		\$0.00	\$0.00
	1014.0	Total Altar Flowers	\$2,077.75	\$2,500.00	-\$422.25
	1015.0	Vacation Bible School		\$1,000.00	-\$1,000.00
	1016.0	Total All Church Fair	\$10,371.10	\$10,000.00	\$371.10
Total Income			\$201,385.02	\$167,140.75	\$34,244.27
Expense					
Association Dues and Support					
	1101.0	Essex Association Dues	\$91.30	\$88.00	\$3.30
	1102.0	Mass Conference of UCC	\$1,577.00	\$1,484.00	\$93.00
	1103.0	Our Church's Wider Mission	\$0.00	\$0.00	\$0.00

1105.0	Delegates Expense	\$0.00	\$100.00	-\$100.00
Total Association Dues and Support		\$1,668.30	\$1,672.00	-\$3.70
Pastor				
1201.1	Interim Pastor Salary	\$45,460.56	\$45,460.56	\$0.00
1202.0	Auto/Travel Allowance	\$889.45	\$2,300.00	-\$1,410.55
1203.0	Annuity	\$14,016.52	\$14,016.52	\$0.00
1204.0	Total Health/Dental/Vision Expense	\$24,558.00	\$24,558.12	-\$0.12
1208.0	Professional	\$1,792.29	\$2,483.00	-\$690.71
Total Pastor		\$86,716.82	\$88,818.20	-\$2,101.38
Church Employees				
1229.0	Senior Choir Director	\$6,847.00	\$6,847.44	-\$0.44
1230.0	Organist	\$12,681.96	\$12,682.39	-\$0.43
1231.0	Youth Choir Director	\$1,235.97	\$1,236.00	-\$0.03
1232.0	Guest Organist	\$850.00	\$800.00	\$50.00
* 1233.0	Supply Pastor	\$1,000.00	\$1,500.00	-\$500.00
1234.0	Chime Choir Director	\$1,607.04	\$1,339.00	\$268.04
1235.0	Sunday School Coordinator	\$2,100.08	\$3,120.00	-\$1,019.92
1236.0	Youth Group Coordinator	\$2,080.00	\$2,080.00	\$0.00
1240.0	Office Administrator	\$21,678.35	\$21,640.00	\$38.35
1241.0	Treasurer	\$0.00	\$0.00	\$0.00
1242.0	Bookkeeper	\$5,045.63	\$5,200.00	-\$154.37
1250.0	Sexton I	\$3,140.50	\$5,150.00	-\$2,009.50
1251.0	Sexton II	\$6,562.50	\$5,356.00	\$1,206.50
1255.0	Nursery School Aide	\$40.00	\$750.00	-\$710.00
1260.0	FICA	\$4,793.48	\$4,945.79	-\$152.31
Total Church Employees		\$69,662.51	\$72,646.62	-\$2,984.11
Christian Education				
1301.1	Church School Curriculum	\$357.41	\$500.00	-\$142.59
1301.2	Church School Supplies	-\$68.73	\$170.00	-\$238.73
1302.0	Vacation Bible School	\$0.00	\$1,000.00	-\$1,000.00
1303.0	Adult Education	\$75.23	\$200.00	-\$124.77
1304.0	Advent Workshop	\$112.03	\$200.00	-\$87.97
1305.0	Confirmation Class	\$230.89	\$350.00	-\$119.11
1306.0	Youth Sunday	\$110.81	\$200.00	-\$89.19
1307.0	Youth Fellowship	\$230.57	\$300.00	-\$69.43
1308.0	Lenten Project	\$0.00	\$50.00	-\$50.00
1309.0	Conference expenses	\$810.98	\$500.00	\$310.98
1310.0	Nursery Expenses	\$0.00	\$50.00	-\$50.00
Total Christian Education		\$1,859.19	\$3,520.00	-\$1,660.81
Music				
1400.0	Music Licensing Fee/Music Other	\$262.60	\$189.00	\$73.60
1401.0	Sheet Music	\$309.25	\$600.00	-\$290.75
1402.0	Professional Development-Music	\$135.00	\$200.00	-\$65.00

	1403.0	Organ/Piano Maintenance	\$1,498.40	\$1,500.00	-\$1.60
Total Music			\$2,205.25	\$2,489.00	-\$283.75
Altar					
	1451.0	Weekly Altar Flowers-Memorial	\$2,280.94	\$2,500.00	-\$219.06
	1452.0	Special Holiday Decorations	\$200.00	\$200.00	\$0.00
			\$2,480.94	\$2,700.00	-\$219.06
Total Altar					
Administration Expense					
	1501.0	Postal-Stamps/Permits	\$793.25	\$1,800.00	-\$1,006.75
	1502.0	Office Supplies-	\$1,372.83	\$1,800.00	-\$427.17
	1503.0	Treasurer's Expense	\$1,022.62	\$400.00	\$622.62
	1504.0	Financial Secretaries Expense	\$415.71	\$300.00	\$115.71
	1505.0	Copier Lease/Overages	\$4,142.38	\$3,700.00	\$442.38
	1506.0	Computer Supplies/Software	\$839.16	\$1,500.00	-\$660.84
	1507.0	Ministry Team Contingency Fund	\$714.11	\$650.00	\$64.11
	1508.1	Stewardship - Campaign Material	\$0.00	\$160.00	-\$160.00
	1508.2	Stewardship - Postage	\$0.00	\$125.00	-\$125.00
	1509.0	Pastoral Search	\$0.00	\$500.00	-\$500.00
	1510.0	Marketing	\$788.48	\$700.00	\$88.48
Total Administration Expense			\$10,088.54	\$11,635.00	-\$1,546.46
Property Management					
	1601.0	Custodial Supplies/Expense	\$1,211.09	\$900.00	\$311.09
	1602.0	Repairs & Maintenance Expense	\$13,668.71	\$12,500.00	\$1,168.71
	1603.0	Curb Appeal	\$178.58	\$300.00	-\$121.42
	1603.0	Building & Maintenance Fund	\$2,500.08	\$2,500.00	\$0.08
	1606.0	Utilities		\$0.00	\$0.00
		1606.1 Telephone	\$1,649.84	\$1,648.00	\$1.84
		1606.4 Heating/Gas	\$7,177.76	\$7,000.00	\$177.76
		1606.7 Electric	\$6,859.73	\$6,000.00	\$859.73
		1606.9 Water/Sewer	\$1,057.48	\$1,100.00	-\$42.52
	1607.0	Insurance			
		1607.1 Comprehensive Package	\$13,607.00	\$13,607.00	\$0.00
		1607.2 Workers' Compensation	\$1,482.00	\$1,500.00	-\$18.00
	1609.2	Total Grounds Maint/Snow Removal	\$1,575.00	\$2,000.00	-\$425.00
Total Property Management			\$50,967.27	\$49,055.00	\$1,912.27
Total Expense			\$225,648.82	\$232,535.82	-\$6,887.00
Net Income			-\$24,263.80	-\$65,395.07	\$41,131.27
Beginning Operating Funds			\$42,101.26	\$42,101.26	
Ending Operating Funds			\$17,837.46	-\$23,293.81	

Missions Funds 2017

		TOTAL
Missions Income		
	Thrift Shop Receipts	24,236.20
	Mission Donations	1,748.30
	UCC Storm Relief	300.00
Total Missions Income		26,284.50
Missions Expense		
	Salvation Army	500.00
	GCOA Fuel Assistance	5,500.00
	Thrift Shop Telephone	480.00
	The Joyful Ladle	1,200.00
	UCC Storm relief	1,000.00
	Donations to War, WV	1,000.00
	Lowell Transitional Living Center	1,000.00
	Habitat for Humanity	500.00
	Anchor of Hope	500.00
	Elder Services	500.00
	Lifebridge	100.00
	Merrimack Valley Food Bank	250.00
	Adopt a Family	18.85
	Boston Rescue Mission	500.00
	Misc (yard sale, T'giving, coats, family asst.)	575.00
	Pastor's Discretionary Account	325.00
	Spring Festival	3,266.69
	Urn decoration	(68.69)
	Pettingill House	1,700.00
	Lazarus House	1,000.00
	Open Hand Pantry	500.00
	Our Neighbor's Table	500.00
	MACUCC-Christmas Fund	500.00
	Community Lunch support	152.72
	Emmaus/Mitch's Place meals	1,495.97
	Emmaus, Inc. (Mortgage Account)	2,000.00
	Emmaus, Inc. Other donations	1,500.00
	Returned check charge	10.00
Total Missions Expense		26,505.54
Net Income		(221.04)
Beginning Cash		9,027.49
Ending Cash		8,806.45

Perry Park Preschool July 2016-June 2017				
		Actual	Budget	Variance
Perry Park Preschool Income				
	Tuition	97,141	100,305	(3,164)
	Lunch Bunch	3,709	3,024	685
	Returned Ck Fee	50	-	50
	Summer Program	2,704	3,042	(338)
	Family events /Fund Raisers	2,341	1,680	661
	Registration Fees	1,760	1,855	95
	Capital Funds		-	-
Total Perry Park Preschool Income		107,705	109,906	(2,201)
Perry Park Preschool Expenses				
	PPP Director Wages	33,120	32,430	690
	PPP Staff Wages	43,150	43,500	(350)
	Substitute Teacher	-	400	(400)
	PPP - SP Salaries	2,132	2,168	(36)
	FICA	6,111	6,074	37
	Total PPP Payroll Expense	84,513	84,572	(59)
	Advertising	50	600	(550)
	Ret Ck Fees	20	-	20
	Cleaning	1,477	1,300	177
	Family Events/Fundraisers	854	950	(96)
	Postage	67	80	(13)
	Rent	12,000	12,000	-
	Staff Development	425	700	(275)
	Supplies-Classroom	1,820	2,450	(630)
	Supplies-Household	611	600	11
	Supplies-Snacks	98	80	18
	Supplies-Office	234	250	(16)
	Supplies-Lunch Bunch	86	140	(54)
	Telephone	480	480	-
	Photography	238	175	63
	Furniture & Fixtures	1,522	1,200	322
	Playground	73	1,000	(927)
	Graduation Expense	70	250	(180)
	Teacher Appreciation	300	700	(400)
	Summer School Expense	208	420	(212)
	Subscriptions	259	225	34
	Insurance- Liability/Property	340	600	(260)
	Workmen's Compensation Ins	1,032	800	232
	Legal/ Mass License/Fingerprinting	35	300	(265)
	General Fundraiser Expense	925	-	925
	PPP Improvements	-	-	-
Perry Park Preschool Expenses		107,736	109,872	(2,136)
Net Income		(31)	34	
Beginning Cash		53,621		
Ending Cash		53,590		

Choir Coffee Funds 2017

Choir - Coffee Fund Donations	1,453.25
Choir Coffee Fund Expenses	1,537.00
Net Income	-83.75
Beginning Cash Balance	2,661.65
Ending Cash Balance	2,577.90

First half of 2018 Budget

			Actual 2017	2018 Budget 6 mos
Income				
	1003	Estimated Pledge Shrinkage		-\$2,500.00
	1003.4	Pledges	94,994.03	\$42,158.00
	1004.1	Sunday AM Donations/Loose Offerings	7,534.25	\$3,750.00
	1004.2	Special Donation (for envelopes)	62.00	\$62.00
	1004.4	Memorial Donations	2,675.00	\$500.00
	1004.5	Miscellaneous Donations (mail)	21,920.57	\$7,960.00
	1005	Church School Collection	16.00	\$0.00
	1008	Transfer from Perry Park Preschool	0.00	\$10,000.00
	1008.1	Transfer from First Cong. Haverhill		\$4,211.00
	1010	Total Special/Holiday Offerings	1,606.50	\$738.00
	1011.1	Perry Park Preschool Rent	12,600.00	\$6,600.00
	1011.2	Cell Tower Rent-Verizon	23,546.25	\$11,902.50
	1011.4	Total Use of Facilities-Other	700.00	\$250.00
	1012	Total Interest Income - All	20,289.01	\$10,000.00
	1013	Total Fundraisers	2,992.56	\$1,500.00
	1014	Total Altar Flowers	2,077.75	\$1,000.00
	1015	Vacation Bible School	0.00	\$1,000.00
	1016	Total All Church Fair	10,371.10	\$0.00
Total Income			201,385.02	\$99,131.50
Expense				
Association Dues and Support				
	1101	Essex Association Dues	91.30	
	1102	Mass Conference of UCC	1,577.00	
	1103	Our Church's Wider Mission	0.00	
	1105	Delegate expense	0.00	
Total Assn Dues & Support			1,668.30	\$0.00

Pastor					
	1201	Pastor's Salary		0.00	
	1201.1	Interim Pastor Salary		45,460.56	\$23,730.28
	1202	Auto/Travel Allowance		889.45	\$600.00
	1203	Annuity		14,016.52	\$7,008.26
	1204	Total Health/Dental Expense		24,558.00	\$13,216.50
	1208	Ministry Expense/Professional		1,792.29	\$690.71
Total Pastor				86,716.82	\$45,245.75
Church Employees					
	1229	Senior Choir Director		6,847.00	\$4,108.20
	1230	Organist		12,681.96	\$6,340.98
	1231	Youth Choir Director		1,235.97	\$687.00
	1232	Guest Organist		850.00	\$400.00
	1233	Supply Pastor		1,000.00	\$500.00
	1234	Chime Choir Director		1,607.04	\$803.40
	1235	Sunday School Coordinator		2,098.33	\$1,872.00
	1236	Youth Group Coordinator		2,080.00	\$1,248.00
	1240	Office Administrator (and BK)		26,723.98	\$13,750.00
	1250	Sexton I		3,140.50	\$1,645.32
	1251	Sexton II		6,562.50	\$3,300.00
	1255	Nursery School Aide		40.00	\$0.00
	1260	FICA		4,793.48	\$2,582.25
Total Church Employees				69,660.76	\$37,237.15
Christian Education					
	1301.1	Church School Curriculum		357.41	\$500.00
	1301.2	Church School Supplies		(68.73)	\$85.00
	1302	Vacation Bible School		0.00	\$1,000.00
	1303	Adult Education		75.23	\$160.00
	1304	Advent Experience		40.00	\$0.00
	1305	Confirmation Class		230.89	\$70.00
	1306	Youth Sunday		110.81	\$140.00
	1307	Youth Fellowship		230.57	\$150.00
	1308	Lenten Project		0.00	\$50.00
	1309	Conference expenses		810.98	\$250.00
	1310	Nursery Expenses		0.00	\$0.00
		Teddy Bear Tea/Youth Event			\$75.00
Total Christian Education				1,787.16	\$2,480.00
Music					
	1400	Music Licensing Fee/Music Other		262.60	\$176.00
	1401	Sheet Music		309.25	\$300.00
	1402	Professional Development-Music		135.00	\$100.00
	1403	Organ/Piano Maintenance		1,498.40	\$750.00
Total Music				2,205.25	\$1,326.00

Altar					
	1451	Weekly Altar Flowers-Memorial		2,280.94	\$1,000.00
	1452	Special Holiday Decorations		200.00	\$100.00
Total Altar				2,480.94	\$1,100.00
Administration Expense					
	1501	Postal-Stamps/Permits		793.25	\$500.00
	1502	Office Supplies-		1,372.83	\$600.00
	1503	Treasurer's Expense		1,022.62	\$450.00
	1504	Financial Secretaries Expense		415.71	\$300.00
	1505	Copier Lease/Overages		4,142.38	\$1,900.00
	1506	Computer Supplies/Software		839.16	\$800.00
	1507	Ministry Team Contingency Fund		714.11	\$300.00
	1508.1	Stewardship - Campaign Material		0.00	\$100.00
	1508.2	Stewardship - Postage		0.00	\$0.00
	1509	Pastoral Search		0.00	\$0.00
	1510	Marketing		788.48	\$700.00
Total Administration Expense				10,088.54	\$5,650.00
Property Management					
	1601	Custodial Supplies/Expense		1,211.09	\$450.00
	1602	Repairs & Maintenance Expense		13,668.71	\$3,750.00
	1602.1	Curb appeal		178.58	\$150.00
	1603	Building & Maintenance Fund		2,500.08	\$1,250.00
	1606	Utilities			
		1606.1	Telephone	1,649.84	\$825.06
		1606.4	Heating/Gas	7,177.76	\$5,300.00
		1606.7	Electric	6,859.73	\$3,350.00
		1606.9	Water/Sewr	1,057.48	\$550.00
	1607	Insurance			
		1607.1	Comp Package	13,607.00	\$6,805.00
		1607.2	Workers' Comp	1,482.00	\$0.00
	1609.2	Total Grounds Maint/Snow Removal		1,575.00	\$1,500.00
Total Property Management				50,967.27	\$23,930.06
Total Expense				225,575.04	\$116,968.96
Net Income				(24,190.02)	-\$17,837.46
Beginning Operating Funds				42,101.26	\$17,837.46
Ending Operating Funds				17,837.46	\$0.00

