



GROVELAND

C O N G R E G A T I O N A L

CHURCH

Annual Report 2018

Groveland Congregational Church

United Church of Christ

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Groveland Congregational Church
United Church of Christ
Annual Meeting Warrant – 2019

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 3, 2019 in Fellowship Hall following morning worship to vote on the following articles:

- Article 1:** To view and receive the 2018 reports of the Officers, Ministers, teams, and Organizations of the church.
- Article 2:** To hear and act on the nominations from the Ministry Team.
- Article 3:** To see if the church will vote to approve The Communication Covenant as presented by Team Covenant.
- Article 4:** To see if the Church will vote to approve The Local Church Profile sections 1-4 as presented by The Profile Team.
- Article 5:** To see if the Church will establish a Pastoral Search Team consisting of at least five(5) GCC members including the team leader. Nominated by the Ministers.
- Article 6:** To see if the church will vote to authorize the Profile Team, and the Search and the Ministry Team to establish the settled pastor's Pastoral Work Scope, Salary and Benefits Package to be approved at a Special Meeting. (After approval the profile will be validated by MAUCC.)
- Article 7:** To see if the church will vote to donate historical records dated 1726-1890 to Peabody Essex Museum for archival storage at their facility as per the recommendation of the church historian, Steve Spaulding.
- Article 8:** To see if the church will vote to continue the suspension of bylaws for not more than six months until the bylaws team can present the new bylaws at a Special Meeting.
- Article 9:** To see if the church will continue to sponsor Boy Scout Troop 87, and Cub Scout Pack 113, during 2019 and 2020.
- Article 10:** To act on any additional business that may properly come before the church at this time.

Given under my hand this 24th day of February in the year of our Lord two thousand and nineteen.

Jane A. Holden,
Church Clerk

Clerk's Report

Annual Meeting

March 4, 2018

The 291st Annual Meeting of the Groveland Congregational Church a member of the United Church of Christ was called to order at 11:30 a.m. by Robert Lay, Moderator. The opening prayer was given by Pastor Chris.

52 members present.

Article 1: To view and receive the 2017 reports of the officers, ministers, teams, and organizations of the church.

Motion to accept was made by Sandy Keene and seconded by Deb Stephenson.

There being no discussion a vote was called and motion was accepted.

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 2018 General Fund or to take any action thereon.

Dave Stephenson then gave the meeting an overview of the church's financial standing. He says we are ending the year in good shape. He passed out a sheet entitled Forecasted Budget Estimates and reminded us that we will be working with a new fiscal year. (July 1, 2018 to June 30, 2019)

Motion was made and seconded. Passed by a unanimous vote.

Article 3: To hear and act on the nominations from the ministry team.

Ron Mertens reported that so far they have two volunteers who will be mentored for the next year. They are Sandy Keene, for the Minister of Stewardship and Kim Mosely, for the Minister of Outreach. They have others who need to get back to them.

It was then decided to table any action until there is a full slate. Jen Peterson then made the appropriate motion that was seconded by Linda Paulet. **Motion** passed.

A break in the action then came about! Ellen Jordan held an auction of talents. She first explained that to have another Snowflake Fair we need to have more commitment and support. She then listed the many jobs that have to be filled in order to have a successful Fair and the group in attendance volunteered to give of their time and talent to get the job done!

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. **Moved and seconded. Passed with a unanimous vote.**

Article 5: To see if the church will continue to sponsor Boy Scout troop 87 and Cub Scout pack 113, during 2018 and 2019.

Motion to approve was made by Deb Stephenson and seconded by Bill Forsyth. So voted.

There being no further business to bring before the church, the meeting was adjourned at 12:10 p.m.

Respectfully submitted,
Jane A. Holden, Clerk

Special Meeting

June 3, 2018

The meeting was called to order by David Niles, Moderator pro tem, at 11:30 am.

42 members present.

Article 1: To see if the church will vote to accept the proposed budget for July 1, 2018 to June 30, 2019 as presented by the Minister of Stewardship or to take any action thereon.

Motion to accept was made by Dave Stephenson and seconded by John Statom. Bill Fabri reviewed the prepared budget. He opened his remarks by saying that the committee worked on the budget while remembering the words of wisdom used by Bob Kent during this process. He will be missed. Bill passed the presentation over to Dave Stephenson after saying that financially we are on schedule, maybe a little ahead. Then Dave reported that our cash flow is horrible! And that he recommends we develop profiles for both full time and part time pastors. **Motion passed.**

Article 2: To see if the church will vote to accept the proposed Open and Affirming Covenant as a statement of our church's identity.

Jen Petersen made the **motion** to accept the proposed Open and Affirming covenant as a statement of our church's identity. Priscilla Styer seconded and a unanimous affirmative vote **accepted.** Debbie Stephenson then thanked everyone for coming to the meetings and viewing the movies and supporting them through the process.

Article 3: To hear and act on the nominations from the Ministry Team.

Ron Mertens nominated the following to one year terms.

Moderator: Robert Lay

Clerk: Jane Holden

Treasurer: Bill Fabri

Financial Secretary: Jennifer Petersen

Auditor: Donald Poole

Historians: Tracy Guilford & Steve Spalding

Delegates :

Mass. Conference - Carrol Gustafson & Lisa Quinnan

Northeast Association - Linda Paulet

Scouting Coordinator: Laurel Puchalski

Motion to approve these nominees, made and seconded. **So voted.**

The following are to be approved as Ministers for the coming year.

Stewardship: Sandy Keene

Worship: vacant

Faith Formation: vacant

Out Reach: Kim Mosley

Hospitality: Carol Hurn

The following have volunteered to serve on the profile writing team: Joan Parah, Carol Mansell, LewHarrold, Phyllis Forsyth, Nancy Fitzgerald.

Motion to approve the ministers and the profile writers was made by Bonnie Glazier and seconded by Priscilla Styer. **So Voted.**

Article 4. To hear the report from the Church Remodeling Team and take any action there on.

Sandy Keene and Carrol Gustafson explained the Hope Partnership and the UCC Building Loan Fund handouts Barbara Harrold made the following **Motion**. “I move that we, The Groveland Congregational Church, contract a complete building evaluation and a vision planning workshop, financing both in an amount not to exceed \$5,000. The evaluation and workshop will be completed prior to our next Annual Meeting in 2019.” Seconded by Sandy Daniels.
Motion failed.

Lew Harrold then volunteered to do the envisioning with the new **motion** reading: “I will provide a vision planning workshop (not the engineering) facilitation donated with services not to exceed \$5,000 of donated value. Work to be completed prior to our next Annual Meeting in 2019”. Seconded by Lisa Quinnan. Lew told the meeting that we need to plan to donate our time and support as well. **Motion passed.**

Article 5: To act on any additional business that may properly come before the church at this time.

Ron Mertens showed us the new blue T-shirts and collared polo shirts that we will be able to order with our church logo displayed proudly on the front.

Meeting adjourned at 1:10 p.m.

Respectfully submitted,
Jane A. Holden, Church Clerk

The Church Clerk notes the following changes to the roles.

Two (2) members took letters of transfer:

Bethany and David Balford have joined The First Congregational Church of Wilmot,UCC Wilmot, N.H.

We received one (1) new member, Olivia Reagan. She joined our church family through confirmation on May 6, 2018.

We were saddened by the deaths of ten (10) of our members.

03/07/18	Sandra Larsen	joined on 05/02/71
03/16/18	Robert Kent	joined on 03/02/75
04/09/18	James Bradley	joined on 6/03/12
06/18/18	Barbara Danforth	joined on 5/22/66
06/20/18	Carl Band	joined on 10/05/14
09/04/18	Mary Ford	joined on 5/07/67
09/15/18	Mary Vater	joined on 9/11/77
09/24/18	Keith Danforth	joined on 5/22/66
11/04/18	Ann Wiswell	joined on 4/21/96
11/28/18	Shirley Phillips	joined on 5/05/35

The year ends with 250 members on the roles.

Respectfully submitted,
Jane A. Holden, Church Clerk

Pastor's Report

Another GREAT year! We have accomplished so much!

- At our last annual meeting we voted to become an Open and Affirming congregation and the vote was unanimous! I remain proud of this congregation, what a bold step we have taken, and will continue to take as we learn to live into all that being an O&A congregation means.
- WoW (Worship on Wednesday) was an amazing success not only over a 200% increase in summer attendance but the services we meaningful and joyful. We plan on doing more this year.
- I signed a new contract with GCC for an additional two years, meaning that my time with you is planned to concluded in September of 2020. I tried to be very clear with the Ministers that I could not envision a scenario where extending my contract would be likely.
- Personally I was excited to move my Standing and Authorization for Ministry to the Massachusetts Conference and join First Church Congregational United Church of Christ in Methuen as a member.
- There are lots of other good things going on but you will see them in other places in the churches annual report.

Often times I don't think our congregation recognizes the amazing good work that we have accomplished during this interim time. We have tackled really important stuff, like having a bold prophetic voice in the community, restructuring ourselves for empowered ministry, asking question about mission and purpose, talking about new models for stewardship and seeking to understand how our church system affects our ability to partner with a Pastor. These are BIG questions that don't have easy answers.

The best advice for church in the 21st century does not come from a wise bishop, or a clever innovator, not even a mega church. Its come from Ms. Frizzle and The Magic School bus; Ms Frizzle has always told us to take chances, make mistakes, and get messy. While we have tried many things that did not work we have found many more that do. **We are doing it just right!**

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

- 30+ Visitation, (I keep a record that the Office Administrator and Minister of Hospitality have access too.)
- 10 Funerals
- 1 Baptism
- Monthly Meetings with Greater Haverhill Clergy Association
- Monthly Participation in a Community of Practice
- Weekly Clergy Bible Study
- Weekly Bible Study at GCC **"What does God Say?"**
- 11 Game Night Potlucks
- 2 meetings updating the Massachusetts Conference on GCC Via Wendy Vanderhart
- 8 Special Worship Services Christmas, Scout Sunday ETC
- Attendance at Northeast Association meetings and events
- Participation in the Northeast Association Committee on Standing
- Participation in the Massachusetts Conference Joint Ministerial Council and Disaster Resource and Response Team
- And Other Duties as assigned 😊

Teams I am working directly with

- The Ministry Team
- Team Moses
- Team All Ears
- Social Media and Marketing Team
- I provided support and guidance to many other teams.

Shalom *Pastor Chris*

Building Faith for Tomorrow and Today

Professional Transitional Specialist & Revitalization Pastor

774-318-6006 (call or txt) / PC@PastorChris.Faith

Office Hours

9 to 12 Monday through Thursday (At times things take me away during these hours)

Most any time by appointment.

*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

On March 4, 2018 at the Annual Meeting, Members of this church by unanimous vote approved Sandy Keene as the next Minister of Stewardship. Sandy brings a positive, creative and Joyful spirit to this Ministry. Together we have joined in many new projects around our facilities, our Communities and our World. We have been blessed to develop and or continue 15 Ministry Teams, each Team very important in the Life of this church. Many thanks to all of those Members who have joined together by offering their devotion, enthusiasm and positive spirit in making these Teams count.

One of our first tasks was to review the church Inventory. All was found to be accurate as listed in the Annual Facilities Inventory notebook. Discussions were made with various Members as to how best to care for and preserve many of these benevolence gifts. After careful scrutiny and determinations of next of kin were done, a few items were either sold or given to other non-profit charitable organizations, such as the Groveland Historic Association, or repaired and given to interested antique dealers locally. As you might remember we have developed a new policy regarding "benevolence Giving" by accepting financial gifts in lieu of physical items. These inventory items have been removed from the Parsonage upon request by the current tenants and have been placed into the church facilities.

We have continued to make physical upgrades to several areas of our facilities. Renovations to the Fellowship Hall, renovations to the Sacristy, repairs to the outside stairs to the parking lot, emergency lights, improvements to AED machine including instructional sessions offered by Laurel Puchalski, replacement of the clothes washer in the Parsonage, Removal of several large trees overhanging the Perry Park Preschool playground, in front of the church and along the church driveway. Installation of "breathe Easy" signs notifying people that this is a smoke, tobacco and vape-free campus. With improvements to communicate better with Members we have installed a Teams Notice Board in the middle office. This will let folks know who's doing what and where opportunities exist for those wanting to serve on a Team. The nursery room is undergoing some upgrades for multiple usages. The three classrooms also are going thru some changes with

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storage/usage. Perry Park Preschool is also making improvements in better security controls. Please watch for signs informing everyone regarding of entry into PPP areas during school hours. Additionally, we ask all Members to reduce the use of the Sanctuary Balcony due to safety concerns regarding uneven stairs and absence of handrails. Please use left side stairway if you need to access the balcony during church services to avoid the video cable wires that run along the floor on the opposite side. Children must have adult supervision to be in these areas. Additionally we have purchased 3 round tables that are being used in the Fellowship Hall. These were bought with donations by Members. More are needed. The expenses have been offset by volunteers, donations and by "sweat equity". The Line item # 1602 maintenance account has been carefully used in not exceeding our budgeted amount as we approach the end of the fiscal year. Please see all financial reports in your Annual Report.

In the fall, the Ministers renegotiated Interim Pastor Chris Hart's contract and extended this for up to two more years as we move forward in the search for our Settled Pastor. There have also been two concerns regarding utilities at the Parsonage. First, we have seen a water use overage which has been investigated by the Groveland Water Department, and Stark and Cronk Plumbing Company. A special meter has been placed onto the meter reading gauge which indicated time of consumption and read by the Water Dept. We have replaced a large steam pipe in the basement along with an outside sill cock. We believe after taking these measures we have determination that the matter is resolved as the expense has been much less with these upgrades. The second issue has been of electric circuits shutting off. Daniels Electric Company has replaced several newer arch fault circuit interrupters at the panel to remedy this matter. Progress has happened although problems still are not remedied. I must give thanks to the Hart Family for being very patient and very understanding of this situation which has put a strain on things for the family over a period of time!

Turning to Scholarships that were granted, the "Team College Bound" once again received two applications. This year's recipients were Austin Spencer and Tom Winingham. In memory of and for the years of service to this church I want to thank Rod Warner once again for serving on the Griffith H. Maddock Scholarship Team. Special thanks also to Treasurer Bill Fabri and Office Administrator Jen Petersen for their service to this Ministry.

In my years before Teams Management I have served as Chairman of the Board of Trustees among other positions. Each year here at church I have been confronted with unusual items that come my way. Perhaps as many of you have also! I received a letter for financial assistance from a student to help offset his expense to fund educational expense for driving school. I developed a team of church members consisting of: Sandy Keene, Julia Faulkner, Sandy Daniels, Bill Fabri, Dave Stephenson, Jen Petersen and myself to determine our decision. After careful discussions, understanding that John Hart has faithfully and without compensation, performed his technical skills in audio/visual electronic recordings of Pastor Chris's Sunday Services for production, we agreed to a financial award offered from the Stephen S. Crook Memorial Fund that was reasonable and appropriate to John. These Ministries have been available to many people in the surrounding communities and thus have been part of our church's outreach.

Annual Inspections of our facilities by Town of Groveland Building Inspector and Fire Department have been done with a few concerns verbalized. We need to eliminate the clutter in several areas, namely the basement areas of the boiler room and adjourning under Sanctuary basement, Fellowship Hall Stage areas, Boy Scout closet in Memorial Hall, Thrift Shop storage areas, and Memorial Hall. No written notification has come, provided we make improvements in the very near future. During the recent inspection the Building Inspector gave recommendations regarding placement of 6 crash bar doors of which Sandy Keene has been developing an egress/security plan with Marie McCall, Director of the Perry Park Preschool. This "crash bar" door security which will provide for lock down capability while children are in our building, newer egress maps for families who attend PPP functions, and easier accessibility. The public who comes to our Thrift Shop can enjoy the

shopping, find great bargains and be greeted cordially from a terrific staff of volunteers as usual. Preventing entry into the rest of the church Lower hallways will be better controlled once the Perry Park Preschool is made more secured. While the church is prepared to cover expenses for such a project Sandy and I are looking into optional financial opportunities such as donations from Families, Members, or PPP contribution. This church has a long and proud history of serving the very young children of Groveland and the numerous surrounding towns with a great preschool.

Working with the Ladies of Faith Circle towards improving the kitchen range(s) is proving out to be complicated. We are looking into two options and will be making decisions shortly. Communications with the Members of faith Circle and the Five Minister's has been working well! Hopefully, soon everyone will see, taste and smell wonderful new recipes coming from the kitchen! Thanks to Loretta Foan, Sandy Daniels, and the entire Faith Circle Ladies for their patience and their efforts!

In closing out this report I have been privileged and honored to have served as your first Minister of Stewardship over these past two years. I have found this new management system much better and with more folks participating, our church will be served well by its Members. Being a new thing, the change can be disruptive and somewhat confusing. However, as we move forward with Joy and successes I am sure it will be the right thing to have chosen! Thank you Pastor Chris for your guidance, love and helping hand during my time.

Ministers of Stewardship
Dave Niles & Sandy Keene

Stewardship Team Reports

Team Curb Appeal

The first meeting was held Jan 16, 2019. We are looking at the outside areas of our church and how it presents to the public. The goal would be to improve our visual appeal in order to draw attention to our church so that everyone who sees it will feel the love, the life, and the spirit of GCC.

Team TSB Spruce up

By the time you are receiving this report, we should be well on our way to a simple bathroom update for the Thrift Shop. This is planned to include a good cleaning, fresh paint, wall board and some trim. Lighting, heat, fixtures are all in good condition so this project is a quick and easy freshen up with little cost to the church. A thank you to all the Thrift Shop volunteers who have agreed to help with this project.

Team Stewardship/Giving

First meeting was held Jan 14, 2019. It was an open discussion on what stewardship is, how and why people give. We brainstormed different ideas on how to create a pledge campaign. We also were in agreement that this process needed to be multi-layered in order to appeal to the most folks. We will each look at the format/content of last year's campaign and share our thoughts on it's effectiveness. We will consider social media, traditional letter, and youth involvement among other things.

THANK YOU to everyone who volunteers at GCC in any way. Giving of your time, talent, and treasures is so necessary and so very rewarding at the same time. God entrusted us with His Kingdom. Let's continue to love one another, help one another, and spread God's love. That's what it's really all about.

Minister of Worship Report

At the onset of this report, I would like to thank all those who have stepped forward to help in our weekly worship here at GCC along with the special worship services: Maundy Thursday, Good Friday, and the 5pm Christmas Eve Family Service and the 11pm Christmas Eve Service of Lessons and Carols. We have 21 people who have stepped forward to assist in our weekly worship services as Worship Leader, Lay Reader and Greeters. 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 or Worship Assistant, please see me after church or call or email me. To be added to the Lay Reader schedule, please speak with Ron Mertens.

Defining these roles may help you decide where you could help:

Worship Leader - Assist the Pastor in the Order of Worship

Lay Reader - Reading the weekly scripture

Worship Assistant - Be ready to assist anyone who may have questions or needs during the service and act as the greeter.

During the summer, we had 4 supply pastor cover the pulpit for the vacation time for Pastor Chris: Rev. Elizabeth King, Rev. David Van Arsdale, Rev. Roger Lier, Rev. Alice Erickson. We also had 3 members of our congregation step into the pulpit: Lew Harrold, Mikayla Tilden and Linda Paulet.

After much discussion among the 5 ministers we experimented this past summer with our worship services and held our weekly services on Wednesday evenings from July 11 through August 1. Our overall attendance increased during those 4 weeks. Many churches are going to this model as attendance dips on the summer weekends. We will be holding services again on Wednesday evenings during the summer of 2019 and I look forward to that time of more relaxed gathering of our worship community.

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 out-reach 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 excellent direction of Bonnie Glazier, continues to enhance our worship experience through their beautiful playing (ringing) 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 9 to 17. They meet on Wednesday evenings from 6:30 to 7:15 and are always looking for more young people to join them. If you know someone who might be interest, please see Bonnie Surowiec or Linda Paulet for more information.

I would like to thank our music staff for all their hard work throughout the year: Kathleen Tucker Gustafson, Bonnie Glazier and Bonnie Surowiec. Music is such a powerful source in the worship experience.

The GCC continues to offer 5 Taizé meditation service 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.

In December 2017 and 2018, we joined with St. James Episcopal Church in Groveland to hold Blue Christmas Service. We recognize that not everyone is excited about the Christmas season. The service offers a time for prayer, scripture, meditation and communion.

During the last part of 2018 an Alternative Worship Team (Team Oasis) was formed to explore the possibility of holding an alternative worship service that would attract members of our surrounding communities that are unchurched or having had a poor experience in the traditional worship. We plan to start these services early in 2019.

Respectfully Submitted,
Linda Paulet, Minister of Worship
Organist/Music Director

Flower Coordinator Report

Our flower ministry continues at Groveland Congregational Church. This program consists of confirming and ordering the weekly altar flowers as well as baptismal roses, Easter plants and Christmas flowers. I also coordinate who the donated flowers will be given to and make sure they are delivered.

This year 50 flower arrangements were purchased. Thirty two were taken home, fifteen were delivered to prayer list recipients and three were delivered to Rev. William Balch and Evelyn Wales's grave sites. 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.

A total of 29 potted daffodils, tulips and hyacinths decorated our altar on Easter. Twenty seven of these plants were brought home to enjoy and the other two were given to prayer list recipients. Our supplier is Newton's Greenhouse, the quality and service they give us is outstanding.

We were unable to purchase poinsettias for Christmas this year due to allergies.

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 am honored to be a part of this program and be able to stop and smell the flowers each week.

Respectfully submitted,
Nancy Fitzgerald

Minister of Hospitality Report

It hardly seems possible that my term as Minister of Hospitality is about to end. The past two years have been challenging, interesting and fun. Although I do not have many teams in my ministry, I am directly involved with several teams from other areas. Hopefully, this report will give the reader an idea of what I have been doing.

Team Homecoming was again enjoyed by all. Although not as elaborate as in past years, those in attendance enjoyed the variety of pies that were offered. A special thank you to Deb and Dave Stephenson, Judy Lynn, Sue Harnden and all the pie bakers for making the day a success.

Team All Ears again held sessions for people to talk about concerns and various issues. Members of the team have also met individually with several people and listened to their concerns. The Team has developed a Communication Covenant that will be presented at Annual Meeting. A special thanks to Sandy Keene, Kim Mosley, Nancy Fitzgerald and Lew Harrold for their listening skills and caring and compassion.

Team What If (formerly Team Reno) met during the year. The issue of handicap accessibility remains a critical issue. Hopefully, this can be addressed soon.

This past year at least 25 people ordered GCC Polo Shirts and T-Shirts. As a result, we celebrated with Shirt Sunday in October and many people wore their shirts while working at the Snowflake Fair. This is a great way to show others that you are part of the GCC family. In addition to the short-sleeved Polo and T-shirts, we now have available long-sleeve T-Shirts and Sweat Shirts. If you would like one or more of these shirts, fill out an order sheet and send it with payment to the Church Office.

This past year it was my pleasure to be co-chair, with Jen Petersen, of the Prize Basket table at the Snowflake Fair. Our function was to contact and co-ordinate with the groups that had committed to furnish a Prize Basket, prepare and mail a brochure and tickets prior to the Fair, and sell tickets at the Fair. Thanks to the Senior Choir, Faith Circle, Ministry Team, Sunday School and Chime Choir, Bob and Linda Lay, Dave and Deb Stephenson, and Mike and Kathy Kastrinelis, we had fabulous Prize Baskets and realized a significant profit.

In conjunction with the Minister of Worship, we have a Lay Reader Team that reads the scripture for Sunday Worship. Currently there are 13 people on this team. We would gladly take more. If you would like to be part of the Sunday morning service and read the scripture lesson occasionally, let me know.

The Panera Bread Team continues to function. A member of this team picks up the surplus bread from Panera in Newburyport on Tuesday night. On Wednesday morning the bread is taken to Emmaus and Joyful Ladle in Haverhill, and The Council on Aging in Groveland. Some of the non-bread items (cookies, pastries) are delivered to the Thrift Shop and left for Choir Rehearsal. As a member of this team, and particularly as the person who usually delivers the bread on Wednesday (Gus fills in when I can't), I enjoy this 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 let me know.

Visits and phone calls have been made to many individuals. In addition to these visits and calls, cards are sent on an ongoing basis for all kinds of reasons; get well, thinking of you, welcome, congratulations, sympathy, anniversaries, birthdays, etc. Nearly 300 cards were sent in 2018. This past year, we have compiled a list of nearly 150 names for Birthdays and Anniversaries. If you want to receive a card for your Birthday and/or Wedding Anniversary, make sure the Church Office has the correct date.

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. I thank the Thrift Shop for passing on many cards, as well as others who have done so in the past.

One of my goals for the past year was to form a Team Caring to better serve various segments of our congregation and community. This is now being developed. Our first meeting was in January with 8 people in attendance. A second meeting was to be held in February (after this was written). More about what this Team will be doing will be shared in the coming months, but I am confident it will be involved in visitation, welcoming and caring.

I thank you, the members of Groveland Congregational Church, for giving me the opportunity, privilege and pleasure to serve as Minister of Hospitality these past two years. I also thank my fellow ministers, Caroline 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, as well as all the Teams and Ministries of the Church.

Ron Mertens
Minister of Hospitality

Team All Ears/Team Covenant Report

Team All Ears was formed back in 2017 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 viable solutions to any challenges that may surface.

Throughout the year, we have met with individuals and held church chat sessions to allow for a venue of conversation and understanding. We attempt to listen and to teach about healthy communication and how it is integral to our Christian lives. After noticing a need for the development of a Communication Covenant, our Team joined forces with Team Moses and the new Team Covenant was formed. Our goal was to brainstorm, draft, and roll out a well written Covenant to the congregation by Annual Meeting 2019. We have achieved our goal! Our hope is that each member and friend of this faith community will review the covenant and make a personal effort to make it part of their everyday lives. It is intended as a special promise to one another. If followed, it will help to improve communication and lessen the trouble spots that typically surface. Speak in love, listen in love, and even act in love if you notice someone else is not living the covenant. It may take some time for us to become proficient in our communications with others, but Team Covenant is hopeful and ready to help in any way.

Respectfully submitted,
Ron Mertens, Nancy Fitzgerald, Kim Mosley, Sandy Keene, Lew Harrold
under the lead of Pastor Chris

Minister of Outreach Report

'Love your neighbor as yourself'. Five simple words. How did we live this commandment at Groveland Congregational Church in 2018?

Our thrift shop volunteers are the face of GCC to many in our wider community. They are an integral part of our mission and outreach to our neighbor. Our volunteers recycle donated items into affordable clothing and household goods while offering friendship and compassion to those they serve. Their hard work and dedication set a great example for all. In 2018 the members and friends of GCC who work in the Thrift Shop raised an amazing **\$27,853.40!** This money funds our mission budget.

The Thrift Shop runs on donations for which we are grateful. Unfortunately, sometimes unusable items are dropped off. This past summer large pieces of broken furniture were dumped in front of the building. They were a hazard and it took a lot of work to dispose of them. As a result, we have been working with Stephen Daniels to have security cameras installed on the front of Thrift Shop. It is unfortunate but necessary for safety.

We demonstrate love for our neighbor through our missions spending. In 2018 we continued to primarily support organizations dedicated to ending hunger and homelessness. One new donation was the result of the Lawrence Gas Explosions in September. In October we donated \$520 to help those effected. For a complete list of Mission spending see attached Mission Funds Report. I apologize that many of our usual 4th quarter donations were made in January, please see the January 2019 for those expenses.

On Epiphany Sunday the Kindness Campaign began. Everyone in church was given an envelope with \$20 and the directive to do good with it. In the following weeks many people joyfully shared how they spent their gift. It was a powerful way to show how small gestures can make a big difference. Here are a few examples of where people donated: Angel Flight, MSPCA, Our Neighbor's Table, Prayer Shawl Ministry, Habitat for Humanity, American Cancer Society, Diaper Bank, back into the offering plate, given to a waitress, Gavin Foundation and to a homeless woman in Boston.

I would be remiss if didn't mention the mission projects we continue to support that help our neighbors: our monthly food collection, Adopt-a-family, the monthly Emmaus/Mitch's meal, pick-up and distribution of the weekly donation from Panera. Thank you to all volunteers who make these projects successful.

In 2019 we will continue to look for ways to reach out to the community while helping connect youth and adults with projects they find meaningful. Mission and outreach are most successful when people are moved to action. Beam's Dreams for War, WV and our community lunch are great examples of this. Amazing things can happen when we work together.

With gratitude and joy,

Kim Mosley and Ellen Jordan, Ministers of Worship

Snowflake Fair Team Report

In January 2018 there was talk of discontinuing the Snowflake Fair. Too few people were doing the work and we were discouraged. We wondered if it was worth continuing. The Fair Committee decided to bring it to the congregation at Annual Meeting and let them decide.

Sandy Keene suggested turning our plea for help into an auction, giving people paddles so they could bid on the fair jobs they were willing to help with. It was a great idea and a great success, lots of people bid and almost all positions were filled. We now had new enthusiasm for the fair and had a head start on planning.

We took this enthusiasm and added some hard work, cooperation, compromise, innovative thinking, planning and a little arguing. The result? Our Snowflake Fair grossed \$13,000! We are excited and ready for the Snowflake Fair 2019! What a difference a year makes.

Faith Circle Report

Faith Circle is a group of very caring women who support our church, our community and one another.

It was voted to continue having luncheon meetings during the winter months.

In March we hosted a pot luck supper for all church members and played Bible Trivia and had a wonderful time.

Our September meeting was pot luck and Lou Harrold led us in Visioning for our church. Jane Holden retired as treasurer of our group after 40 plus years of service. Jane was presented with a gift and flowers to show our appreciation.

Faith Circle members prepared two meals for Emmaus House. In December and April.

We had no applications for our scholarships.

Faith Circle provided funeral collations for member Sandra Larsen and Barbara & Keith Danforth, parents of member Linda Niles.

Once again we baked apple pies for the Snowflake Fair. Members donated kitchen items for a basket to be raffled at the fair, also.

This year the Prayer Shawl Ministry has given out more than 25 prayer shawls. Donations for yarn are very much appreciated.

We are in the process of choosing 2 new stoves for the church kitchen, to be purchased from Faith Circle's special projects fund.

Faith Circle donated \$100.00 to Dinah's Place which is part of Urban Bridges.

We packed school kits for children and helped pack boxes of clothes, books and toys. We also donated \$200.00 toward the truck rental for BEAM's trip to West Virginia.

Our annual retreat was held at Veasey Park in June. We were honored to have Rev. Patricia Long as our leader again this year.

Our year end treasure's report balance is as follows:

Checking account \$1,409.59

Scholarship \$1,143.26

Special projects \$10,000.00

Prayer Shawl \$52.14

Respectfully Submitted,
Susan Harnden, secretary

Scouting Report

Pack 113

- Pack 113 had 38 Cub Scouts in 5 dens, until cross-over in February when all 3 graduating Webelos joined Troop 87.
- Our dens have been actively meeting twice a month. In addition the Pack has had a busy program, including:
 - November 'Scouting for Food' and 'Mad Science' pack meeting at the church.
 - December 'Winter Fun' pack meeting at Camp Denison
 - January Pinewood Derby at Bagnall
 - February Cross-over Ceremony / Blue and Gold dinner at the church
 - February Maple Sugaring event at Audubon society in Topsfield
 - And upcoming in March—Overnight adventure at Ecotarium in Worcester.
- We welcome David Hrubes as the new Asst Cubmaster.
- The pack earned 'Gold' status on the BSA Journey to Excellence because of our strong membership, active outdoor program, and high retention into Scouting BSA. To continue even higher, we will be striving to add more Cub Scout community service and more leader training in the next year.

Troop 87

- 2018 was a busy year with Bill Mandarano stepping down as Committee Chair and committee member Michael Potter voted in as chair with several new Committee Members.
- Stephen Sample has stepped up as Scoutmaster, with Dan Berube and Rich Durkee joining as Assistant Scoutmasters.
- In 2018, we had 3 of the crossover Arrow of Light Webelos attend summer camp as scouts and join the troop in the fall. We also had 3 scouts transfer into the troop from Newburyport including the son of the District Committee Chair, Tim Conway.
Interestingly, the 3 mothers of the Newburyport scouts have also started Troop 219, one of the first all-female troops in Massachusetts. Scouts BSA have opened scouting to all female troops in February 2019.
- In 2019, we also crossed over an additional 3 Arrow of Light Webelos from the pack.
- We've had 3 parents of scouts who crossed over express an interest in joining the Troop Committee or as Assistant Scoutmasters.
- Our most recent Eagle Scout rank was earned in December 2018 by Jeremy Scanlan.
- Looking forward to 2019-2020, the troop has more than ½ dozen Life Scouts pursuing their Eagle Rank.
- Every scout in the troop was able to advance at least one rank in the past year.
- Some highlights of 2018 events include: Summer Camp at Hidden Valley, The Scoutmasters Camporee at West Point with 6,000 scouts, ice fishing, snowshoeing trips, and participation in all of the Northern Light District camporees (spring, fall, and winter). The troop has made their presence felt in the town by participating in events such as Memorial Day, Veteran's Day, Flag retirement ceremonies, and at the Groveland Town Yard Sale.
- In 2019, we will be returning to Hidden Valley for summer camp, the Northern Light District Camporee in May will include a train ride and tour of the MBTA facilities in Boston.
- The Troop is looking forward to participating in the return of Groveland Day in September 2019.

A BIG thank you to those adults who volunteer many hours to provide safe, educational and fun activities in the Scouting program for our growing youth. A special thank you to Cubmaster Jim Quinnan and Pack 113 Committee Chair Amy Szarek, and to Troop Leader Stephen Sample and Troop 87 Committee Chair Michael Potter.

We are very grateful for the support of GCC!

Respectively submitted,
Laurel Puchalski
Chartered Organization Representative



Proverbs 29:18 King James Version (KJV) Where there is no vision, the people perish: but he that keepeth the law, happy is he

During a Special Meeting in June 2018, Groveland Congregational Church voted to undertake creating a “vision” for GCC. The purpose of this effort was to create a shared Vision that would enhance the recruitment of a stellar settled pastor and help target the church’s Ministries. The effort was to be facilitated by Lew Harrold (a certified management consultant).

After meeting with the Ministers, the work kicked off in Fall 2018. The congregation’s input was collected primarily through a series of small group meetings conducted in September, October and January 2019. In addition, a wall display was created and used as a means of beginning to coalesce the responses collected during the small group meetings.

Meeting notices were circulated via GCC’s Bell, email, weekly church bulletin, and the church website for church activities. These stakeholder groups agreed to participate... Faith Circle, Choir, Thrift Shop, Ministers, 2 Congregation Sessions, Community Lunch attendees, Youth Group, and the Minister of Outreach hosted a Dinner.

Altogether, 9-1.5 hour long sessions were conducted primarily during Sept/Oct 2018 where a total of 71 congregants participated. Note that 6 folks participated 2 or more times.

During the sessions, participants were asked to respond to these 3 Questions:

- Your Personal Vision for GCC
- Where do you “see” the Church going?”
- Your Passion

The complete report and more details on how the sessions were conducted, as well as the full list of responses can be found on our member website www.members.grovelanducc.org.

These 9 sessions produced 372 unique individual responses. Those responses were collected on the infamous “yellow stickies” and their text is also shown on the website document.

Those Congregants have provided 372 unique and personal visions of GCC. Capturing and capitalizing on the group’s mood and the inspiration these responses triggered is a daunting task. Major themes “Voiced” at the sessions used words like: Youth, Younger, Children, Community, Families, People, Congregation, Outside, Community Surrounding, Neighbors, Groveland, Together, Mission, Choir, Thrift Shop, Going, Worship, Opportunities, Volunteers.

One simple and visually compelling way to begin that task was to produce a word-cloud to help visualize responses. Word clouds categorize and display words using colors and text size (how often words appear). A word-cloud containing all the words used in the 372 responses can be found on the GCC member website www.members.grovelanducc.org.

Additionally, an art display called “the Runner” was created and used as a tool to allow the congregation to select which visioning responses most closely represented their views. To view these responses, go to the member website where you will see the list in its entirety www.members.grovelanducc.org.

Closing Comments

1. Note that all 372 responses were also shared and discussed with the Profile and Minister Teams while the Profile Team drafted the Church Profile. The Profile and Minister Teams also participated in sessions.
2. The complete listing of 372 responses is available on the member website. Due to the highly personalized nature of the responses, while the responses were collected and broadly categorized under the 3 headings, they are not readily coalesced into actionable Vision statements.
3. Those attending these sessions clearly learned more about their GCC “neighbors” who attended the sessions. And they heard significant examples from GCC’s history demonstrating GCC’s Vision and outstanding unrecognized community value.
4. In conclusion, it is recommended that the congregation acts on this energy and creates a Team which will take these responses, coalesce them, and work with the Congregation to create a shared set of Vision Statements which are actionable and shared by the congregation.

Lewis Harrold

Innovative Medical Consultants LLC

Nomination Report

Position	Name	Email
Moderator	Robert Lay	layrb@comcast.net
Clerk	Jane Holden	quiltedfly@comcast.net
Treasurer	Bill Fabri	wfabri@fabrirourkeins.com
Financial Secretary	Jennifer Petersen	gccucc@gmail.com
Auditor	Lynda Pelletier	lyngpelletier@gmail.com
Historians	Tracy Gilford	Tag251@earthlink.net
	Steve Spaulding	ss80XT@comcast.net
Scouting Coordinator	Laurel Puchalski	laurelpuchalski@gmail.com
Minister of Worship	Barry Lay	barrylay@hotmail.com
Delegates:		
MA Conference UCC	Carroll Gustafson	gustuck12@gmail.com
Northeast Association UCC	Linda Paulet	lindanne.paulet@gmail.com

Treasurer's Report

This financial report will cover the first 6 months of our new 2018-19 fiscal year which if you recall runs from July 1st through June 30th vs. running on a calendar cycle. Through the first six months, with the help of the very successful Snowflake Fair, our total income is \$9,921.83 higher than the budgeted \$90,882.37. The entire \$11,950.47 from the Fair has been recognized and is \$1,950.47 above the annual budget. Pledges were also \$2,534.75 above budget. Revenue from the use of the facilities and other fundraiser were also higher but miscellaneous and loose donations were lower than expected. Expenses were also a bit higher but mostly due to timing of some payments which puts us at a net income(loss) through December 31st of (\$15,172.24) which is actually \$4,745.23 better than budgeted.

As for the investments, after a pretty volatile year in the markets, our total investments with Cambridge Trust Co. started Jan. 1 at \$919,611.94 (\$656,168.82 Endowment and \$263,443.12 Maddock). On December 31st the total balance after all Interest, Dividends, Fees and Disbursements was \$888,488.40 (\$631,079.72 Endowment and \$257,408.68 Maddock). Cambridge Trust statements are available if anyone would like to see them.

			December 2018	YTD 18-19	YTD Budget	Annual Budget	YTD Over (Short)
Income							
	1003.4	Pledges	\$8,941.94	\$39,289.62	\$36,754.87	\$73,509.74	\$2,534.75
	1004.1	Sunday morning Donations/Loose Offerings	\$612.75	\$2,074.75	\$3,450.00	\$6,900.00	-\$1,375.25
	1004.2	Special Donation	\$650.00	\$650.00	\$25.00	\$50.00	\$625.00
	1004.4	Memorial Donations	\$0.00	\$785.00	\$250.00	\$500.00	\$535.00
	1004.5	Miscellaneous Donations (mail)	\$2,415.00	\$5,905.00	\$8,000.00	\$16,000.00	-\$2,095.00
	1005.0	Church School Collection	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	1008.0	Transfer from PPP	\$0.00	\$5,000.00	\$6,000.00	\$12,000.00	-\$1,000.00
	1010.0	Total Special/Holiday Offerings	\$551.00	\$566.00	\$750.00	\$1,500.00	-\$184.00
	1011.1	Perry Park Preschool Rent	\$1,100.00	\$6,600.00	\$6,600.00	\$13,200.00	\$0.00
	1011.2	Cell Tower Rent-Verizon	\$1,983.75	\$11,902.50	\$11,902.50	\$23,805.00	\$0.00
	1011.4	Total Use of Facilities-Other	\$500.00	\$1,705.00	\$0.00	\$0.00	\$1,705.00
	1012.0	Total Interest Income - All	\$5,069.25	\$10,143.80	\$10,000.00	\$20,000.00	\$143.80
	1013.0	Total Fundraisers	\$0.00	\$3,367.06	\$1,000.00	\$2,000.00	\$2,367.06
	1014.0	Total Other Income(Lent/Steeple)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	1014.0	Total Altar Flowers	\$95.00	\$865.00	\$1,150.00	\$2,300.00	-\$285.00
	1015.0	Vacation Bible School	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	1016.0	Total All Church Fair	\$45.00	\$11,950.47	\$5,000.00	\$10,000.00	\$6,950.47
Total Income			\$21,963.69	\$100,804.20	\$90,882.37	\$181,764.74	\$9,921.83

Expense							
Association Dues and Support							
1101.0	Essex Association Dues	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1102.0	Mass Conference of UCC	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1103.0	Our Church's Wider Mission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1105.0	Delegates Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Association Dues and Support		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Pastor							
1201.1	Interim Pastor Salary	\$3,845.16	\$22,957.40	\$23,071.11	\$46,142.22		-\$113.71
1202.0	Auto/Travel Allowance	\$0.00	\$443.41	\$600.00	\$1,200.00		-\$156.59
1203.0	Annuity	\$1,168.05	\$8,176.31	\$7,008.26	\$14,016.52		\$1,168.05
1204.0	Total Health/Dental/Vision Expense	\$2,206.25	\$15,173.75	\$13,092.00	\$26,184.00		\$2,081.75
1208.0	Professional	\$165.00	\$561.47	\$750.00	\$1,500.00		-\$188.53
Total Pastor		\$7,384.46	\$47,312.34	\$44,521.37	\$89,042.74		\$2,790.97
Church Employees							
1229.0	Senior Choir Director	\$684.70	\$2,738.80	\$3,423.50	\$6,847.00		-\$684.70
1230.0	Organist	\$1,056.83	\$6,340.98	\$6,340.98	\$12,681.96		\$0.00
1231.0	Children's Choir Director	\$137.33	\$549.32	\$617.99	\$1,235.97		-\$68.67
1232.0	Guest Organist	\$0.00	\$0.00	\$400.00	\$800.00		-\$400.00
*	1233.0 Supply Pastor	\$0.00	\$450.00	\$500.00	\$1,000.00		-\$50.00
1234.0	Chime Choir Director	\$133.90	\$535.60	\$669.50	\$1,339.00		-\$133.90
1235.0	Sunday School Coordinator	\$312.00	\$1,248.00	\$1,560.00	\$3,120.00		-\$312.00
1236.0	Youth Group Coordinator	\$208.00	\$832.00	\$1,040.00	\$2,080.00		-\$208.00
1240.0	Office Administrator	\$2,291.66	\$13,749.96	\$13,750.00	\$27,500.00		-\$0.04
1250.0	Sexton I	\$198.00	\$1,342.00	\$1,600.00	\$3,200.00		-\$258.00
1251.0	Sexton II	\$759.00	\$3,619.00	\$3,300.00	\$6,600.00		\$319.00
1255.0	Nursery School Aide	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
1260.0	FICA	\$442.29	\$2,368.09	\$2,471.00	\$4,942.00		-\$102.91
Total Church Employees		\$6,223.71	\$33,773.75	\$35,672.97	\$71,345.93		-\$1,899.22
Christian Education							
1301.1	Church School Curriculum	\$0.00	\$364.00	\$250.00	\$500.00		\$114.00
1301.2	Church School Supplies	\$0.00	\$0.00	\$85.00	\$170.00		-\$85.00
1302.0	Vacation Bible School	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
1303.0	Adult Education	\$0.00	\$0.00	\$100.00	\$200.00		-\$100.00
1304.0	Advent Experience	\$0.00	\$0.00	\$150.00	\$300.00		-\$150.00
1305.0	Confirmation Class	\$0.00	\$0.00	\$175.00	\$350.00		-\$175.00
1306.0	Youth Sunday	\$0.00	\$0.00	\$100.00	\$200.00		-\$100.00
1307.0	Youth Fellowship/Event	\$0.00		\$150.00	\$300.00		-\$150.00
	Teddy Bear Tea	\$0.00	\$0.00	\$37.50	\$75.00		-\$37.50
1308.0	Lenten Project	\$0.00	\$0.00	\$25.00	\$50.00		-\$25.00
1309.0	Conference expenses	\$0.00	\$372.00	\$250.00	\$500.00		\$122.00
1310.0	Nursery Expenses	\$0.00	\$0.00	\$25.00	\$50.00		-\$25.00
Total Christian Education		\$0.00	\$736.00	\$1,347.50	\$2,695.00		-\$611.50

Music							
	1400.0	Music Licensing Fee/Music Other	\$0.00	\$0.00	\$92.50	\$185.00	-\$92.50
	1401.0	Sheet Music	\$0.00	\$0.00	\$369.50	\$739.00	-\$369.50
	1402.0	Professional Development-Music	\$0.00	\$0.00	\$100.00	\$200.00	-\$100.00
	1403.0	Organ/Piano Maintenance	\$0.00	\$1,047.00	\$750.00	\$1,500.00	\$297.00
Total Music			\$0.00	\$1,047.00	\$1,312.00	\$2,624.00	-\$265.00
Altar							
	1451.0	Weekly Altar Flowers-Memorial	\$125.00	\$865.00	\$1,150.00	\$2,300.00	-\$285.00
	1452.0	Special Holiday Decorations	\$0.00	\$0.00	\$50.00	\$100.00	-\$50.00
			\$125.00	\$865.00	\$1,200.00	\$2,400.00	-\$335.00
Total Altar							
Administration Expense							
	1501.0	Postal-Stamps/Permits	\$0.00	\$475.00	\$500.00	\$1,000.00	-\$25.00
	1502.0	Office Supplies-	\$0.00	\$401.84	\$600.00	\$1,200.00	-\$198.16
	1503.0	Treasurer's Expense	\$45.50	\$307.80	\$460.00	\$920.00	-\$152.20
	1504.0	Financial Secretaries Expense	\$0.00	\$36.95	\$212.50	\$425.00	-\$175.55
	1505.0	Copier Lease/Overages	\$914.44	\$2,688.98	\$2,400.00	\$4,800.00	\$288.98
	1506.0	Computer Supplies/Software	\$0.00	\$0.00	\$375.00	\$750.00	-\$375.00
	1507.0	Ministry Team Contingency Fund	\$189.98	\$218.42	\$350.00	\$700.00	-\$131.58
	1508.1	Stewardship - Campaign Material	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	1508.2	Stewardship - Postage	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	1509.0	Pastoral Search	\$0.00	\$0.00	\$125.00	\$250.00	-\$125.00
	1510.0	Marketing	\$0.00	\$708.50	\$700.00	\$1,400.00	\$8.50
Total Administration Expense			\$1,149.92	\$4,837.49	\$5,722.50	\$11,445.00	-\$885.01
Property Management							
	1601.0	Custodial Supplies/Expense	\$52.90	\$491.99	\$500.00	\$1,000.00	-\$8.01
	1602.0	Repairs & Maintenance Expense	\$723.44	\$6,384.61	\$3,750.00	\$7,500.00	\$2,634.61
	1603.0	Curb Appeal	\$100.00	\$157.84	\$150.00	\$300.00	\$7.84
	1603.0	Building & Maintenance Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	1606.0	Utilities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		1606.1 Telephone	\$164.67	\$986.36	\$845.00	\$1,690.00	\$141.36
		1606.4 Heating/Gas	\$1,118.15	\$2,039.50	\$3,500.00	\$7,000.00	-\$1,460.50
		1606.7 Electric	\$734.00	\$3,866.67	\$3,350.00	\$6,700.00	\$516.67
		1606.9 Water/Sewer	\$0.00	\$1,138.39	\$625.00	\$1,250.00	\$513.39
	1607.0	Insurance	\$0.00	\$0.00	\$0.00		
		1607.1 Comprehensive Package	\$3,688.00	\$10,780.50	\$6,803.50	\$13,607.00	\$3,977.00
		1607.2 Workers' Compensation	\$0.00	\$1,409.00	\$700.00	\$1,400.00	\$709.00
	1609.2	Total Grounds Maint/Snow Removal	\$150.00	\$150.00	\$800.00	\$1,600.00	-\$650.00
Total Property Management			\$6,731.16	\$27,404.86	\$21,023.50	\$42,047.00	\$6,381.36
Total Expense			\$21,614.25	\$115,976.44	\$110,799.84	\$221,599.67	\$5,176.61
Net Income			\$349.44	-\$15,172.24	-\$19,917.47	-\$39,834.93	\$4,745.23
Beginning Operating Funds			\$1,118.39	\$1,118.39		\$1,118.39	
Ending Operating Funds				-\$14,053.85		-\$38,716.54	

Missions Funds 2018 (entire 12 months)			
			TOTAL
Missions Income			
	Thrift Shop Receipts		27,853.40
	Mission Donations		620.0
	Souper Bowl of Caring		186.67
Total Missions Income			28,660.07
Missions Expense			
	GCOA Fuel Assistance		5,000.00
	Thrift Shop Telephone		480.00
	The Joyful Ladle		1,200.00
	Miscellaneous donations/assistance		
	• Boy Scouts		500.00
	• Market Basket Gift Cards		600.00
	• Lawrence Gas Explosion Fund		520.00
	• Kindness Campaign		2,000.00
	• Food Pantry Shelving		130.00
	• Thrift Shop luncheon		193.75
	• Earth Day event		566.61
	• Electric Bill assistance for resident		622.72
	• Homecoming Sunday event support		191.25
	• Town Yard Sale registration		35.0
	Souper Bowl of Caring		200.00
	Pettingill House		1,200.00
	Pastor's Discretionary Account		492.38
	Emmaus/Mitch's Place meals		1,752.83
	Emmaus, Inc. (Mortgage Account)		2,000.00
Total Missions Expense			17,684.54
Net Income			10,975.53
Beginning Cash			8,806.45
Ending Cash			19,781.99

Choir Coffee Funds 2018	
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

Perry Park Preschool July 2018-December 2018				
		Actual	Budget	Variance
Income				
	Tuition	58,149	48,863	9,286
	Lunch Bunch	1,849	3,456	(1,607)
	Returned Ck Fee	70	-	70
	Summer Program	2,459	3,066	(607)
	Family events /Fund Raisers	4,698	790	3,908
	Registration Fees	400	753	(353)
		-	-	-
Perry Park Preschool Income		67,624	56,927	10,697
Expenses				
	PPP Director Wages	17,025	17,026	(1)
	PPP Staff Wages	22,220	21,774	446
	Substitute Teacher	-	50	(50)
	PPP - SP Salaries	-	2,150	(2,150)
	FICA	3,068	3,207	(139)
	Total PPP Payroll Expense	42,313	44,206	1,893
	Advertising	-	150	(150)
	Ret Ck Fees	20	-	20
	Cleaning	858	963	(105)
	Family Events/Fundraisers	112	500	(388)
	Postage	31	35	(70)
	Rent	6,600	6,600	-
	Staff Development	225	250	(25)
	Supplies-Classroom	1,094	850	244
	Supplies-Household	97	300	(203)
	Supplies-Snacks	34	25	11
	Supplies-Office	205	125	80
	Supplies-Lunch Bunch	-	80	(80)
	Telephone	240	240	-
	Photography	43	50	(7)
	Furniture & Fixtures	118	200	(82)
	Playground	118	600	(482)
	Graduation Expense	-	100	(100)
	Teacher Appreciation	400	175	225
	Summer School Expense	237	350	(113)
	Subscriptions	228	113	115
	Insurance- Liability/Property	340	300	40
	Workmen's Compensation Ins	1,040	520	520
	Legal/ Mass License/Fingerprinting	70	195	(125)
	General Fundraiser Expense	1,946	-	1946
	Transfers to GCC	5000	-	5000
Perry Park Preschool Expenses		61,371	56,926	4,445
Net Income		6,254		
Beginning Cash		45,305		
Ending Cash		51,559		

Notes