

FIRST CONGREGATIONAL CHURCH STAFF

The Rev. Dr. George W. Waterbury, Pastor

The Rev. Ms. Judith B. Arnold, Associate Pastor

Ms. Jena Roy, Interim Associate Pastor

Ms. Kathleen Zagata, RN, MS, CS, Minister of Congregational Health and Wellness

Ms. Jane Ring Frank, Minister of Music

Mr. Benjamin Pulaski, Church School Program Director

Mr. Jeffrey Mead, Organist

Mr. Bradley C. Ross, Building Manager (Sexton)

Ms. Sarah Marino, Office Manager

Ms. Gay Williams, Bookkeeper

The Rev. Dr. Kenneth Orth, Pastoral Counselor (Affiliate)

FIRST CONGREGATIONAL CHURCH OFFICERS

Penny Sparrow, Moderator

Anne Hoenicke, Clerk

Elizabeth Cooper, Treasurer

Keith Russell, Assistant Treasurer

Robert Stone, Historian

Leslie French, Librarian

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AGENDA AND WARRANT

173rd ANNUAL MEETING

11:30 A.M.

April 28, 2013

11:15 am	Distribution of Annual Reports, Agenda, Handouts	Upon Arrival
	Gather at tables for Lunch and Table Discussions	
11:30 am	Words of Greeting and opening prayer/grace	The Rev. Dr. George W. Waterbury, Pastor
11:30-12 noon	Facilitated Table Discussions	All Present
Noon	Opening of the Formal Meeting	
12:00pm	*Affirming the Covenant (see p. 3 of the Annual Report)	All Present
	*In Memoriam	Skip Waterbury, Pastor
	Reading of the Roll of Church Members who died in 2012	
	Hymn - "For All The Saints" (vs. 1)	All Present
	Establishment of the Quorum and Call to Order	Penny Sparrow, Moderator
	Approval of Minutes of Congregational Meetings since last Annual Meeting:	Penny Sparrow and All Present
	– Minutes of the 172 nd Annual Meeting held March 21, 2012.	
	– Minutes of Congregational Budget Meeting held February 3 rd , 2013	
<u>The Warrant (see Notice of Annual Meeting)</u>		
Article I:	Receive and place on file the reports of the Ministerial Team, the Treasurer, the Chairpersons of the various Commissions and Special Committees of the Church and any other written reports which the Church may vote to receive.	Penny Sparrow and All Present
Article II:	To hear a special update from the Holy Destinations team and to consider whether <ul style="list-style-type: none"> • to approve the church's Vision Statement, as recommended by the Council of Ministries, • to affirm the continuation of the overall Holy Destinations process, and • to establish a Transition Team for the 2013-2014 program year. 	Bruce Lauterwasser, Holy Destinations committee
Article III:	To elect Officers, and Commission & Committee members, Deacons and Delegates to other bodies to serve the Church and conduct the affairs of the Church for the 2013-2014 program year.	Penny Sparrow, Moderator Peter Rosenberger Leadership Development Chair
	Remarks by Head Deacon	Cathy Crabtree
Article IV:	Hear and act upon reports of special gifts and bequests, if	

AGENDA AND WARRANT

any, to the church since the last Annual Meeting.

Article V:

To transact other business as may properly come
before the meeting

Motion to Adjourn

Penny Sparrow, Moderator

*Hymn - “God of Grace and God of Glory” (vs. 1 and 5)

All Present

2:00 pm

Benediction

*Standing

AGENDA AND WARRANT

FIRST CONGREGATIONAL CHURCH IN WINCHESTER NOTICE OF 173rd ANNUAL CONGREGATIONAL MEETING

To the Clerk or Office Manager of the First Congregational Church in Winchester, Massachusetts,

GREETINGS

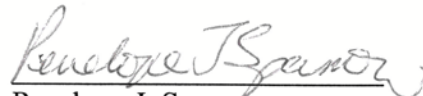
You are hereby requested to notify the members of First Congregational Church in Winchester, Massachusetts qualified to vote therein, to meet in Chidley Hall at the Church on Sunday April 28th following the morning worship service to act on the following matters:

- ARTICLE I: To receive and place on file the reports of the Ministerial Team, the Treasurer, and the Chairpersons of the various Commissions and Committees of the Church and any other written reports which the Church may vote to receive,
- ARTICLE II: To hear a special update from the Holy Destinations Committee and to consider whether:
- to approve the church's Vision Statement, as recommended by the Council of Ministries,
 - to affirm the continuation of the overall Holy Destinations process, and
 - to establish a Transition Team for the 2013-2014 program year.
- ARTICLE III: To elect officers, Commission & Committee members, Deacons and Delegates to other bodies to serve the Church and conduct the affairs of the Church for the 2013-2014 program year.
- ARTICLE IV: To hear and act upon reports of special gifts and bequests, if any, to the Church since the last Annual Meeting,
- ARTICLE V: To transact such other business as may properly come before the meeting,

and you are hereby directed to serve this notice by causing same (or a copy thereof) to be posted in the vestibule of the Church's edifice, duly certified by you, at least eight days before the said meeting.

Non-members are warmly invited to join with us at this meeting, though will not take part in voting.

Winchester, Massachusetts
April 18th, 2013


Penelope J. Sparrow
Moderator

CALL TO ANNUAL MEETING

The 173rd Annual Meeting of The First Congregational Church in Winchester, Massachusetts, United Church of Christ is called on Sunday, April 28th at 11:30 a.m. in Chidley Hall.

THE COVENANT THE FIRST CONGREGATIONAL CHURCH IN WINCHESTER

We, the members of this church, covenant and bind ourselves to strive to know the will of God; to walk in the ways of the Lord, made known and to be made known; to exalt the worship of the one true God; to work and pray for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of human brotherhood.

HYMN: FOR ALL THE SAINTS

For all the saints whom from their labors rest,
Who thee by faith before the world confessed,
Thy name, O Jesus, be forever blest,
Alleluia! Alleluia!

O blest communion, fellowship divine!
We feebly struggle, they in glory shine;
Yet all are one in Thee, for all are Thine.
Alleluia! Alleluia!

HYMN: GOD OF GRACE AND GOD OF GLORY

God of Grace and God of glory,
On thy people pour thy power,
Crown thine ancient church's story;
Bring her bud to glorious flower.
Grant us wisdom, Grant us courage,
For the facing of this hour,
For the facing of this hour.

Save us from weak resignation
To the evils we deplore;
Let the search for thy salvation
Be our glory evermore.
Grant us wisdom, Grant us courage,
Serving thee whom we adore,
Serving thee whom we adore.

CLERK'S RECORD OF MEMBERSHIP AND BAPTISMS

Annual Report for the Year 2012 – Annual Meeting Held April 28, 2013

SUMMARY

Total Membership December 2011	475
Total Received into Membership 2012	+17
Confirmation	+
Letter of Transfer	+ 2
Confession of Faith	+
Reaffirmation of Faith	+13
Reactivated from Inactive	+ 2
Total Released from Membership 2012	-24
By Letter of Transfer	-
Withdrawn By Request	- 7
Moved to Inactive	-10
By Death	- 7
Net Change	-/+ - 7
Total Membership December 2012	468

RECEIVED INTO MEMBERSHIP 2012 - Total New Members Received (17)

- | | | |
|-----|---|---------------------------|
| 1. | Andrew John Beltz | Reaffirmation |
| 2. | Sarah (Hebb) Carpenter | Reactivated from inactive |
| 3. | Emily Lynn (Jarvis) Chatfield | Reaffirmation |
| 4. | Kellee Fiske | Reaffirmation |
| 5. | Scott Leslie | Reaffirmation |
| 6. | Suzanne Leslie | Reaffirmation |
| 7. | Daniel 'Dan' Francis O'Grady | Reactivated from inactive |
| 8. | Pamela 'Pam' Keen (Grosvenor) McPherson | Reaffirmation |
| 9. | Linda 'Mollie' (Jeffery) Pataro | Reaffirmation |
| 10. | Dina Ruth (Witter) Pradel | Reaffirmation |
| 11. | Jennifer 'Jenn' (Griffith) Richter | Reaffirmation |
| 12. | Marc Thomas Stewart | Reaffirmation |
| 13. | Michelle (Buckey) Stewart | Reaffirmation |
| 14. | Margaret "Peggy" Wargelin | Letter of Transfer |
| 15. | Bradford "Brad" Wargelin | Letter of Transfer |
| 16. | Jennifer N.S. Wilson | Reaffirmation |
| 17. | John T. Wilson | Reaffirmation |

CLERK'S RECORD OF MEMBERSHIP AND BAPTISMS

Annual Report for the Year 2012 – Annual Meeting Held April 28, 2013

RELEASED FROM MEMBERSHIP 2012 - Total Released from Membership (-24)

Withdrawn By Request (-7)

1. Andrew John Albertelli
2. Karen Lang Bauman
3. Jordan Thomas Shin
4. Martha (Trudeau) Tucker
5. Michael Jay Tucker
6. Jason Bryce Parkhill
7. Kristen Maxine Parkhill

Moved to Inactive (-9)

8. William 'Bill' Lawrence Breckwoldt
III
9. Caroline Breckwoldt Foote
10. Erik Alan Devaney
11. Cristina Marie Hall
12. Susan J. (Bradley) McLaughlin
13. Sally (Bradley) Peacock
14. Catherine 'Kitty' M. Schneider
15. Thomas 'Tom' Schneider
16. Beverly 'Bev' Holbrook Treen
17. Lauren Jean Valone

By Death

Members (-7 active members)

1. Grace "Pat" (Hayes) Archibald (m)
2. Dorothy "Dot" B. (Koch) Canning
(m)
3. Constance D. Bowers Cook (m)
4. Laura (Cochran) Dunn (m)
5. John Stephen Mutterperl (m)
6. Susan M. (Sullivan) O'Grady (i)
7. Michael Regentz (m)
8. Lucie E. (Harrow) Scala (m)

m – member, fm – former member,
i – inactive member

Extended Church Family

Eleanor Alexander, mother of Bruce Alexander
Camden Michael Ierardi, friend of many in the
congregation, son of Michele Gosselin and
Joseph J. Ierardi
Barbara Buschmeyer Davis, wife of Walter
Bond Davis, Pastor here from 1971-1989
Lena Labella, sister of Mary Lawson
Helen Maidrand, grandmother of Lisa Loughlin
Elliot P. Melzar
Dorothea (Richardson) Wendell

BAPTISMS 2012 (11)

1. Leah Evelyn Alexander
2. Finnegan James Evansmith
3. Grayson Rose Infurna
4. Liza Francis Johnson
5. Cate Thomas Johnson
6. Savannah Angelique Page
7. Kyra Julia Madrid Kolb
8. Thomas George Simek
9. William Powers Sawyer
10. Owen Everett Sheehan-Pond
11. Kasey Rose Trites

REPORT OF THE MINISTERIAL TEAM

Though your destination is not yet clear
You can trust the promise of this opening;
Unfurl yourself into the grace of beginning
That is at one with your life's desire.

Awaken your spirit to adventure;
Hold nothing back, learn to find ease in risk;
Soon you will be home in a new rhythm,
For your soul senses the world that awaits you.

(John O'Donohue, *A New Beginning*)

In preparing for this annual report, the Ministry Team took time to reflect on this past year – a year of transition, change, flow and movement. We have navigated a number of junctures, and our time has been sweetly blessed by the richness and (sometimes) bittersweet nature of these opportunities:

- Ben Pulaski is two-thirds of the way through his first year as Church School Program Director. He is a marvelous addition to the team, and we have enjoyed his enthusiasm and energy;
- Jena Roy joined us in the Fall, while Judy took her sabbatical. Jena brought joy to our meetings, and it was a pleasure to collaborate, pray and worship with her weekly;
- In December, we reveled in Judy's return and in the materials she brought us from Iona, and we prayed with her and Carol as they embraced Autumn and gracefully made a place for her in their family;
- During the month of January, Jane had the opportunity to see the world with fresh eyes, working with young adults and children in schools and orphanages in Myanmar;
- In March, Kathleen prayerfully and faithfully led us to the altar of healing, with a worship service that offered anointing, healing, forgiveness and ultimately transformation;
- And finally, we have held witness to Skip's journey to retirement, supporting his preparations and process as he says goodbye.

Poet John O'Donohue tells us that the "destination is not yet clear." This year has been excellent practice for us individually and as a team, moving at times in uncertain rhythm, trusting in God's certain adventure. As the church navigates its own rebirth and rebuilding, we have, with God's help, managed a series of comings and goings, hellos and goodbyes, trusting that we will soon be home in a new rhythm.

Respectfully submitted for the Ministry Team,
Jane Ring Frank, Minister of Music

REPORT OF THE DIACONATE

The role of the diaconate at First Congregational Church in Winchester has been changing and evolving for a number of years. During this last year certainly a primary focus (or ministry!) has been to support and serve the church during Sunday worship services, to support other ministry team led activities and to provide a warm welcome to all entering our church. As we prepare for Skip Waterbury's retirement on June 16, 2013, the diaconate has also embraced its dual role to provide the congregation with an anchor to the familiar and to support the changes that lie ahead.

Our year began last spring with the usual hubbub of activity surrounding the bringing on of a new class of deacons and saying farewell to the retiring deacons. During the summer, in addition to our normal duties, the deacons took on more responsibility in leading the worship service, several led bible study and two brave souls preached sermons. As the new program year got under way we wished Judy Arnold well as she left for her 3 month sabbatical and were fortunate to have Jena Roy so ably fill in for her. Along with the Faith Focus Group, we provided meals and logistical support for the Marcus Borg adult ed series led by Skip. At the end of October Ken Orth, once again, led another wonderfully thoughtful and inspiring retreat for the team and deacons appropriately themed, "Spiritual Leadership in a Time of Transition." Now in its third year, mid-winter worship during January keeps getting better and better. Once again the deacons provided key logistical support. During our meetings throughout the year we have balanced tending to the practical matters before us and hearing monthly from the Holy Destinations committee which has in turn generated many thoughtful discussions about our church's future.

In keeping with the emerging culture of experimentation, we decided this year to move the Life Deacons Breakfast, traditionally held on Palm Sunday, to another Sunday in the spring. As I write this report, we are in the midst of preparing for this happy occasion on Sunday, April 7th. And, we are looking forward to hearing from our guest speaker, Skip Waterbury reminisce on his 23 years of ministry with us.

Respectfully submitted,

Cathy Crabtree
Head Deacon

REPORT OF THE MUSIC MINISTRIES APRIL 2013

Music Ministries at First Congregational Church continue to thrive and grow. I would very much like to thank Skip Waterbury, Senior Pastor, the Ministry Team, Staff, Deacons, Senior Choir, Carilloneers, and all musicians for a year of growth, experimentation and rich experience. It has been a great privilege to be with you all, and I appreciate the opportunity to participate in such a deep and committed tradition.

I also deeply appreciate the church's support of my trip to Myanmar this past January. It was a life-changing, inspiring experience, and I am grateful for the time away to work with truly underserved children, youth and young people in a developing country.

The Senior Choir has experienced incredible stability and musical growth this year, thanks to the dedication of singers of all ages. We have added a few new singers to our ranks, and we enjoy their talents and contributions to the larger group. Our regular Sunday participation is high and energized. These are volunteers who, twice a week (Thursday evenings and Sunday mornings!), give so much to our community worship. Thank you one and all.

As a result of the hard work of special congregants, children of all ages continue to be involved in music at First Congregational Church. Deirdre Giblin joyfully energizes the Junior Choir, which has been re-formed to include the church school children. The Cherub Choir is a wonderful and happy introduction to music for young children and is marvelously directed by Pam McPherson with assistance from members of the Youth program, including the very talented Cam McPherson. Thank you, Pam and Deirdre; we could not do it without you.

The Carilloneers, handbell ensemble extraordinaire, saw a major transition this past year. After so many years of faithful service and dedication, Bob White and his loving wife, Marilyn, moved to Vermont. We miss them very much (and truthfully, it has been quite an adjustment for the whole music program), but we are happy to know that they are safe and warm in the comforts of their new surroundings. It has been my pleasure to conduct the Carilloneers since December, and they have graciously given me room to grow and learn.

In the Advent Lessons and Carols service, a highlight of the Christmas season, the Senior Choir offered Marc-Antoine Charpentier's charming and vibrant *Messe de Minuit pour Noël*, or *Midnight Mass for Christmas*, based on a series of danceable and bouyant French popular songs or noëls. Accompanied by organ and a strong trio of strings, we had a glorious and celebratory morning of worship.

On Cantata Sunday, May 12, 2012 (Mother's Day), the Senior Choir will present Paul Winter's, *Missa Gaia*, a deeply expressive, joyful and remarkably beautiful tribute to one of our truest mothers, Mother Earth. I look forward to working with the choir on this marvelous piece of music; Cantata Sunday is one more opportunity for the choir to display ongoing excellence and commitment to music as worship. With the superb Jeffrey Mead at the organ and a sizable instrumental ensemble (saxophone, percussion, piano, oboe, guitar, bass, cello, etc...), the chancel will be ringing with beautiful singing and playing.

Special thanks to a talented staff of musicians: Jeffrey Mead, organist; Susan K. Navien, soprano; Peter Owens, tenor; and Dr. Robert White, conductor. It is as much a pleasure to work with you now as when we began together, and I thank you for sharing your gifts and talents.

Respectfully submitted,
Jane Ring Frank, Minister of Music

REPORT OF THE WORSHIP COMMITTEE

Our purpose is to be a Christ-centered, nurturing community:
Growing in faith, Serving in love, and Welcoming all with joy.

The charge of the Worship Committee: To help the congregation make a deeper connection with God and with one another; to deepen and enrich our worship experience; to explore and experiment with new and various forms of worship within the context of our traditions.

What an exciting and challenging year this has been. As the Worship Committee continues to explore different and richer ways to worship, the one word that comes to mind is movement. As a congregation, we are on the move! With our new purpose statement, we are moving towards a new vision of ourselves as a congregation. And as Skip transitions toward a new life away from us, we too move towards a future without him. All this movement is tinged with both joy and sorrow, but also love and hope for Skip's journey as well as our own.

This summer we moved into Ripley Chapel, where we also shifted our leadership roles, relying on the many and varied gifts of our laity to lead us both in worship and Bible study. We traveled back to Ripley for Ash Wednesday and the Service of Light during Advent.

Judy moved on temporarily to a well deserved sabbatical, but we were blessed to have Jena Roy move into her office and into our midst as the interim sabbatical minister. Also in the fall, Katrina Clinton had us walking the labyrinth and writing our own Advent hymn. Mary Luti returned to our church to lead worship and an 11th Hour program on lay ministry. Wendy Vanderhart, our MAUCC Conference Area Minister, stepped into our pulpit on Pledge Sunday, challenging us to look beyond our walls to discover our neighbor. Brita Gill-Austern from Andover Newton, joined us for Seminary Sunday and invited us to visit the seminary. Skip moved a screen and a projector into the sanctuary for a video called *Stand By Me* on Stewardship Sunday. Others were moved to give testimony during the Stewardship campaign.

We moved to Chidley Hall for the Blessing of the Animals and again during Midwinter Worship for our all church gathering to study the parables. And then back into the sanctuary where we moved the pews! We moved during Lent to light a sea of candles, and to healing stations during our March healing service. Some of us then took that healing out on the road into the Sunday school classrooms and into peoples' homes. Some of us regularly stepped forward each week to read the scripture. Each Sunday we crossed the aisle or reached behind us to pass the peace of Christ. Some of the youngest walked down the aisle to light the candles, and others ran forward for the Time for the Young and made candles of their bodies in prayer. New members stepped forward and babies were carried forward to be welcomed into our community. The choir processed down the center aisle at the beginning of worship, came down to sit amongst us during Lent, and every now and then recessed down the side aisles to embrace us during the final hymn and benediction. Whether they moved or not, we were always moved by the beauty of their voices and their instruments. Skip and Judy continued to move amongst us gathering our prayers. And then there were those small, subtle movements in the bulletin. Our Purpose Statement and a Welcoming appeared on the front cover. The words to the Doxology and the Gloria Patria shifted during Advent and Lent. New and familiar hymns and anthems made their way into the Order of Worship. And speaking of movement, there was a lot of movement in the vestibule when we opened the church's front doors as much as the weather allowed, and people were greeted by the Welcoming Holy Action Team.

REPORT OF THE WORSHIP COMMITTEE

This week we moved from Lent into Holy Week and finally to Easter. Some of us returned to the church at night on Maundy Thursday and then again in the wee hours of Good Friday. Some gathered in the garden as the sun rose on Easter morning, and still more returned later in the day to sing Alleluia in our sanctuary. We are indeed a people on the move. And as the Holy Spirit moves in and around us, so we are called to move into a new life in Christ.

Respectfully submitted by Laurie Roby for the Worship Committee:

Judy Arnold, Sarah Gallop, Jane Ring Frank, Jena Roy (Interim Sabbatical Minister), Liz Sayre, Taylor Tresselt, Skip Waterbury, Julianne Zimmerman and Elizabeth Page (who has moved on to Rite 13)

REPORT OF THE CHRISTIAN EDUCATION COMMISSION: CHILDREN & YOUTH COMMITTEE

What a year so far in the Church School! Last June as we celebrated Church School Sunday in the newly opened Reno Garden, we said a fond farewell to Justin Pearl, who left to pursue his PhD out of state. With Justin's departure the Christian Education Commission determined that in order to attract a leader with the qualities we want for a longer-term, it was time to redefine the position and its scope. With support from personnel and approval from the Council on Ministries we developed the 'Church School Coordinator' job into 'Church School Program Director', and in August we welcomed Benjamin Pulaski to our church! Ben came to us with years of experience in Christian leadership, developing programs and volunteering in local mission projects at his home church, a United Methodist, in Harrisburg, PA. Those of us who have worked closely with him this first year are as impressed as the interviewing committee had been with Ben's creativity, enthusiasm, and hard work. As our Holy Destinations process is well underway and we re-imagine our needs from our ministerial staff those of us in the church school are hopeful that Ben's role, still a part-time position, will continue to expand and grow into a long term partnership with the church.

The Fall term was an eventful few months. We kicked off the new school year in the Reno Garden with a labyrinth walking exercise led by Rev. Katrina Clinton. We changed up the breakdown of the grades, making the 3rd graders a stand alone class, to give more opportunity for them to work with the bibles they received this year. The end of September brought the intergenerational service with the Blessing of the Animals, which was enjoyed by all. Typically curriculum in the fall comes from the Old Testament, and we decided to focus on the story of Moses as we led up to the advent season. When it became clear that more support was needed for the classroom teachers a great team of youth stepped up to assist, and they continue to help each week. We could not do it without them! Our mission project for the Fall term was once again decorating and distributing grocery bags to collect food for the Boston Grow Clinic, with the help of the entire church. This annual tradition is such a meaningful way to communicate the reality of the need of others to the children, before we move into the season of Advent and prepare to meet Jesus. On Christmas Eve we welcomed the birth of Christ with a new pageant designed as a celebration in song and scripture. Our average weekly attendance for the fall was 38 children.

REPORT OF THE CHRISTIAN EDUCATION COMMISSION: **CHILDREN & YOUTH COMMITTEE**

Winter term was a blast. We take this time of the school year to focus on the lessons of Christ's ministry on Earth. This year the church school decided to focus each week on a different parable of Jesus, and we were thrilled when the rest of the church chose to follow suit, so that everyone in the congregation was studying the same lesson at the same time! During these four weeks of all-church learning followed by intergenerational worship, the children participated in the service by being ushers and acting out some scripture. In the future the hope is to have the children participate in parts of the service more regularly. As one child was asked, "Why do you like to be part of the service?" Her answer: "It makes me feel closer to God." Amen.

After winter term we kicked off our new redesigned concept and 'rebranded' the church school, now known as "Stepping Stones". We believe that our faith is a journey, and what better way to represent it than with steps? Our teachers are now called shepherds, people to help as guides on the journey. And finally, the format is a lot less like a traditional church school class. We have continued with the large group format used during Winter term. Typically class begins with a group lesson that is taught through interactive dramas, sometimes videos, and soon to be incorporating more music, followed by breaking up into smaller groups. This allows us to adapt with the fluctuation in attendance, and takes some stress off of the shepherds in coming up with lessons and games. We started the Spring off talking more about the ministries of Jesus, leading up to the celebrations of Palm Sunday, when the children sang in the service, and Easter. Snow storms and ski trips have been a challenge with consistent attendance, however our average has been around 25 children each week. In the coming months we will be focusing on various elements of Christian living such as prayer, worship and the three parts of our purpose statement: Faith, Service, and Welcome. The teenagers continue to be a huge help in Stepping Stones each week, and the children really do enjoy having that role model to look up to. Last but by no means least, we owe a huge debt of gratitude to our adult shepherds, in the classrooms, the large group lessons, and the Junior and Children's choirs. Without the help of all none of this wonderful work in Stepping Stones would be possible.

It has been a great year so far and everyone is excited to end the year with a wonderful service led by the children on Stepping Stones Sunday, June 9th, where our theme is going to be Water. We were inspired by the blessing of a baptism taking place that day as well. We thank you for the gift of your children, and welcome feedback and input as we move forward. Ben is very excited to come back next year and continue to grow such an amazing program!

The Youth began the year with a Back-to-School outing at Kimball Farm, where Jena and the youth floated around in inflated boats – tried to get each other and themselves as wet as possible, ate ice cream and basically remembered what a great group of Youth they are. Forum started that same weekend. Jena led the Forum group in really making a difference this fall – cleaning up around the church, cooking and serving at the Dwelling Place, and making and distributing sandwiches at the Outdoor Church. Her last Sunday with them was bittersweet – they formed quite a bond and Jena remains in their lives and their prayers. The Advent season brought some familiar activities – Bean Supper, Pageant, and the Youth Progressive Supper. The Outreach Commission has given Forum a sum of money for them to use in helping the Community. It is our hope that this will be an annual opportunity to practice generosity and make a difference. The Youth earned money to support their mission trip at the Easter Egg Hunt and the Pancake Breakfast. On the upcoming Mission Trip to Atlanta they will work in shelters, food pantries and at community meals.

REPORT OF THE CHRISTIAN EDUCATION COMMISSION: **CHILDREN & YOUTH COMMITTEE**

The J2A class is being taught by Andy Gallop, Steve Cole, Susan Rozmanith and Andrew Beltz. They plan to work at the Mission of Deeds in May. The Rite 13 class is being taught by Elizabeth Page, Susanne Inglis, Peter Woolford and Tony McPherson. Rite 13 has been very active beyond the classroom – going for a hike, collecting winter coats for those who need them and participating in the Souper Bowl. The classes have combined for a few sessions including the Self-defense workshop. We hope to participate in the Walk for Hunger and Bread for the World in May.

Sixteen Youth in grades 10 and above have been participating in a Confirmation Class on Sunday evenings - learning about our church, our denomination and their beliefs. Their Statements of Faith will be published and shared with the Congregation on Sunday, May 5, when they are confirmed. All the church Youth, 6th grade and above, will be leading the congregation in worship on Youth Sunday – May 19th. We hope to share some of the experiences from the Pilgrimage last June. Ben wants to get involved with the Youth Activities, and we hope to make that happen in the coming year. As Ben would say, Shine on!

***Children and Youth Christian Education Commission, 2012/2013:** Gretchen Clarke - Chair, Judy Arnold - Associate Pastor, Benjamin Pulaski - Church School Program Director, Jody Collins-Skinner, Wendy Procop, Natalie Roche, David Weir and Lucy Willoughby, with grateful acknowledgment for the contributions of our dear friend Jena Roy.*

CHRISTIAN EDUCATION COMMISSION: **REPORT OF CHURCH LIBRARIAN**

The church library continues to be a little-used (possibly unknown by many) treasure house full of historical, spiritual, and inspirational books, both fiction and non-fiction. However, it has some pressing problems. Many of the books range from fairly old to really old, and the facility is bursting at the seams, with no room for new additions. The library is also in need of major reorganization and total inventory, with the Dewey Decimal System not really practical for a library our size. The library is, in a word, old. At a workshop for church librarians that I attended last year, it was suggested that we discard many of these old, unused books and change from the complicated classification system that we have to a simpler shelving arrangement by categories. The solution to these problems seems clear, but the task is overwhelming for one person. There needs to be a committee or at least a group of people who are willing to commit to a certain amount of time for each project.

This past year, with a major overhaul impossible alone, I simply maintained the status quo. Our successful “Library Annex on Stage” the previous year was unworkable this year because of several outside groups using the stage. New books that came in were processed and added to the book cart in the lobby. Kathleen Zagata purchased a nice supply of books, mostly children’s, from our budget to add to our collection on death and cremation, with the Reno Garden in mind.

A church survey/questionnaire is still in the works, where input from members will be welcomed, along with new ideas and suggestions. The goal is to serve the needs of the congregation as well as to stimulate greater use of the library.

Leslie French, Church Librarian

REPORT OF THE HEALTH & WELLNESS MINISTRY 2012-2013

During 2012, as during 2011, the Health Ministry team has concentrated on making our mission--to extend the healing ministry of Jesus to ourselves and one another--an experiential part of the spiritual life of our church. This year we have tried to be particularly mindful of the mission statement that the church has adopted through the efforts of our Holy Destinations team: to grow in faith, serve in love, and welcome all with joy.

Throughout the year, we focused on Biblical passages in John relating to the anointing of Jesus by Mary, the sister of Lazarus, whom Jesus raised from the dead. We did research on the tradition of anointing in Jewish culture, studied a range of icons depicting Mary's anointing of Jesus, and practiced anointing one another in conjunction with healing touch. We were very fortunate to have first hand experience with nard, one of the preferred ointments in Jesus' time. We used a part of each meeting to prepare ourselves for the annual Healing Service, which was held on March 17, 2013 and featured healing stations where we heard congregants' prayers for healing and anointed them with olive oil that had been blessed for that purpose. We also visited people in their homes to offer the services we had offered in church and worked with youth in Christian Education classrooms.

In addition to the Healing Service, we hosted a variety of opportunities for healing: bi-weekly sessions of Healing Touch/Reiki; An Evening of Remembrance based on Dia de Los Muertos, the Mexican Day of the Dead (which was co-hosted by the Reno Garden Committee and Lynne and Paul Rahmeier); and the Service of Light, an alternative Christmas service for people grieving or facing difficult times during the Advent season.

As a committee focused on the mind-body-spirit connection, we continued, as before, to support "fun, healthy food, fitness and recreation." These activities included "delicious and healthy coffee hours;" Sunday evening dinner dances with ballroom dancing instruction; a bike ride and brunch hosted by Cathy and John Crabtree; two afternoon teas for church elders; and the celebration of Health Ministry's 13th year of operation with a gluten-free, low glycemic birthday cake.

In general, the Health Ministry Committee also concentrates on parishioner care, consultation and connection. The Flower Committee made more than fifty deliveries; the Prayer Shawl Committee bestowed more than 14 shawls; and the Caring Network delivered more than 33 meals. Kathleen Zagata, Minister of Health Ministry provided much needed consultation, visitation and guidance for church members suffering loss, illness, and personal or familial trauma and transition.

We have also been active in healing activities that include the larger community outside the church. We hosted two major community education efforts: an evening entitled "Easing the Conversation in Difficult Times," held in conjunction with the Children's Room, a bereavement center for children, teens and families; and a twelve week course titled "Family to Family" for families dealing with mental illness, courtesy of the National Institute for Mental Illness. Perhaps one of the most important things we've accomplished is the knitting together of ourselves into a Christian faith community: we share each other's journeys, deepen our bonds through prayer and Bible study, and break bread together through the gracious, delicious (and healthy!) meals that Kathleen provides for us. We are trying to become what we hope our church will become: a safe and nurturing place in which to grow in faith.

Below are some of the reflections our members wished to share with the congregation:

REPORT OF THE HEALTH & WELLNESS MINISTRY 2012-2013

Susan Rozmanith: "I feel a greater connection to the FCC community because of my involvement with Health Ministry."

Steve Haggert: "We believe our services help the ministry members and the broader community feel the grace of God through a closer relationship with Jesus' own healing ministry."

Pam Budner: " Through our practices I have experienced the deep peace of touch, the deep peace of life's rhythm, the deep peace of remembrance, and the deep peace of God's love."

Jodie Mullane: In the future, I would like to enhance our activities with a hike or other physical activities and perhaps with the support group the church used to have for Parents of Adolescents."

Janet Hall: "Kathleen is our leader and mentor and it is our hope and plan as we go forward to enable her to guide us to be ministers, not only to each other, but to the church and greater community."

Teresa Cader: "Health Ministry has developed a deep internal focus in addition to our external focus. We are learning how each of us individually, and all of us as a team, can extend Jesus' ministry of healing the mind, body and spirit. Our faith in this ministry has grown through Bible study, prayer, discussion and intellectual study, and through practice. I sense a growing understanding among us of what Christian love is all about as we deepen our spiritual life together."

We owe a great and loving debt to Kathleen Zagata who has had the vision to lead us in our ministry and who has cared for each of us in extraordinary ways.

Teresa Cader, with statements from Health Ministry members

REPORT OF THE OUTREACH COMMISSION FOR 2012

The Purpose of the Outreach Commission

The Outreach Commission develops and promotes opportunities for the members of First Congregational Church in Winchester to share our abundance through hands-on service, information and advocacy events, and financial contributions in the form of special offerings. The Outreach Commission also makes distribution decisions on the funds set aside for Outreach in the Church's annual budget. These funds are derived from a percentage of the pledge income.

Our Focus This Year

While we continue to focus on alleviating hunger in children, stopping homelessness, and helping women, teens and children at risk, we further decided to focus our efforts on working with organizations where we can be physically involved. In addition, we are focusing on communicating our projects and engaging the congregation.

Hands-on Outreach

- Little Red Wagon (monthly): Solicit and deliver bags of food for the local pantry at the Woburn Council for Social Concern.
- Massachusetts Coalition for Homelessness (Sept – Nov): School Supplies were collected for homeless children, the congregation was very generous and we supplied backpacks, notebooks, pens, pencils, etc. to the MCH over a two month period.
- Turkey Drive (Thanksgiving): About 40 turkeys were collected from the members of the congregation and the youth group delivered them to Pilgrim Church in Boston.
- Christmas Tree Giving (December): Hundreds of gifts were collected and distributed to some 100 individuals in need at Germaine Lawrence , Rosie's Place, and Woburn Council of Social Concern.
- Cradles to Crayons (March): Collected items at the All Church Birthday Party.
- Lowell Transitional Living Center (October): Volunteers from our congregation shopped, prepared, delivered, and served over 150 individuals at the LTLC.
- Outdoor Church: (approximately four times each year): Volunteers make sandwiches in Chidley Hall and deliver to the homeless people of the Outdoor Church in Cambridge.

REPORT OF THE OUTREACH COMMISSION FOR 2012

- Winchester Got Lunch: Lead a team of volunteers from religious and civic groups in town, providing free lunches during the summer for children in need.
- Mission of Deeds: Dancing Dear Cakes: Sold during the holidays to raise funds for Mass Coalition for the homeless.

REPORT OF THE OUTREACH COMMISSION FOR 2012

Outreach Giving

The Outreach Commission Manages the distribution of the portion of pledge income specifically set aside for Outreach. In 2012, \$80,226.88 was voted to be the budget, which was 14.2% of overall pledge income.

Of that total, the Outreach Commission distributed \$41,200.00 to Our Church's Wider Mission (OCWM), the fund for the United Church of Christ work beyond the local church – through our Conferences, National Ministries, and UCC – related institutions.

Of the balance, approximately \$40,000 was distributed among many local and national charitable organizations, including Andover Newton Theological School , Bread for the World , Boston Medical Center Grow Clinic, The Children's Room, The Dwelling Place, Germaine Lawrence, Habitat for Humanity, Lowell Transitional Living Center, Mission of Deeds, New Day Women's Residence, Pilgrim Congregational Church, Rosie's Place, Winchester Got Lunch, Woburn Council for Social Concern, Women's Lunch Place and Massachusetts Coalition for the Homeless .

We also contributed funds to support our youth mission Trip and Forum.

For a listing of all funded organizations and amounts given, please see the Outreach Treasurer's Report.

2012 Special Offerings

Special offerings are another way that our congregation shares its abundance with others in our community:

- Easter Offering (April): Our congregation contributed \$3,000.00 to support Winchester Got Lunch.
- Just Peace Offering (October): Our congregation contributed \$2375.00 to support The Outdoor Church. Outreach matched that contribution for a total of \$4,750.00.
- Christmas Offering (December): Our congregation contributed \$6,500.00 to support The Lowell Transitional Living Center.

Respectfully Submitted,

Cynthia Mahoney Co-Chair

Louise Ritenhouse Co-Chair

Outreach Commission

REPORT OF THE TREASURER – 2012

Mere shadows of the financial crisis of 2008 remain on the church resources. 2012 was a year of relative fiscal security thanks to the grace of God and the generosity of the congregation. In contrast to 2011, most financial indicators are positive in 2012. The operating budget returned a surplus of \$23,582 from a combination of revenues that exceeded expectations and strict budget control by commissions. Particularly notable this year was \$49,791 received in non-pledge gifts compared with a budgeted amount of \$30,000. A warm and non-snowy winter allowed facilities to take on much needed maintenance projects. The remainder of the commissions all spent within or below their budgets

The capital campaign collected \$73,000, allowing us to pay off the remainder of the construction loan and giving us a \$14,000 reserve in that account. The Reno garden fund, a fund for maintenance of the garden, increased by \$45,000.

Particularly notable this year was the generosity of the congregation in supporting special needs of the church. Two anonymous gifts were received for “ministerial transition”: one in May for \$25,000 and one in July for \$10,000. These gifts will help offset the cost of an interim minister in 2013. In addition, \$10,000 was given to start a music endowment, with a 7-3 split between endowment and expendable.

The church’s endowment funds recovered also, starting 2012 with \$4,066,829 and ending at \$4,535,969. Because we use a three year rolling average and had a slight loss last year, the impact on this year’s endowment distribution is not as significant as might be imagined. At the close of this first year as treasurer I want to thank all those who made the transition year easier, particularly David Peretti, Gay Williams and Sarah Marino. But the greatest learning this year has been being able to witness the incredible generosity of the congregation both with financial resources but also with hours and hours of cheerfully given volunteer time that enable the church to not just operate within constrained resources, but to grow and flourish.

The following schedules are part of this report:

- Operating Budget vs. Actual Receipts and Disbursements - 2012
- Report on Endowed Funds – 2012
- Report on Changes in Restricted and Reserve Funds – 2012
- Expenditures from Restricted and Reserve Funds - 2012

Respectfully submitted,
Elizabeth Cooper, Treasurer

REPORT OF THE TREASURER – 2012

2012 Budget to Actual	2012 Budget	2012 Actual	2012 Budget to Actual	2012 Budget	2012 Actual
Income			Facilities		
1050 Pledge Receipts	\$ 470,260	464,761	4000 Copier rent & maintenance	2,500	3,472
1100 General Endowment Transfer	97,000	97,000	4010 Postage	2,800	2,505
1200 Jenks Endowment Transfer	58,000	58,000	4100 Office Expense	11,549	11,942
1250 Rental Income	26,600	32,390	4120 Telephone	4,200	4,452
1300 Back Pledge	5,000	1,910	4125 Electricity	10,300	10,162
1350 Cash Collections	9,800	11,234	4130 Water & gas	3,400	2,949
1400 Unrestricted Gifts	5,000	1,000	4140 Interior Maintenance	16,000	18,116
1401 Non-Pledged Gifts	30,000	49,792	4141 Exterior Maintenance	8,000	14,521
1500 Interest / Miscellaneous	2,000	342	414_ Capital Reserve	2,000	2,000
1705 Transfer from Emergency Reserve Fund	0	0	4145 Rubbish removal	2,200	2,125
810-29 Transfer from Other Reserve Funds			4150 Section supplies	2,750	3,112
Income totals	703,860	716,429	4155 Snow removal	5,000	1,625
Expenditures			4160 Insurance	32,000	27,690
Personnel & Facilities Commission			4170 Pianos & organ maintenance	900	1,075
Personnel			4200 Fuel	22,000	19,123
	186,011	185,510	Facilities total	125,599	124,869
3100 Clergy	109,996	109,496	Personnel & Facilities Total	584,792	576,809
3110 Housing Allowance	76,014	76,014	Outreach Commission		
3105 Interim Minister			5100 General appropriation	84,302	84,302
3120 Clergy pension & insurance	59,036	59,222	5200 Transfer to Jenks Outreach Reserve	-	
3200 Office Staff	49,573	43,094	5300 Outreach/Social Action	-	
3220 Office Staff pension & insurance	5,343	5,458	Outreach Commission Totals	84,302	84,302
3300 Sexton regular hours	27,023	26,255	Congregational Life		
3320 Sexton pension & insurance	0	0	5500 Music	3,740	3,677
3400 Lay staff	81,037	86,187	5600 Diaconate	1,760	1,612
3420 Lay staff pension & insurance	4,435	4,440	5625 Worship & Congregational Life	1,200	1,723
3500 Independent contractors	13,432	12,899	5630 Innovation		
3600 Travel	800	653	Congregational Life Totals	6,700	7,012
3610 Professional expenses	2,800	1,509	Other Commissions		
3620 Sabbatical	2,000	2,000	5700 Membership Life & Development	2,500	2,092
3630 Church FICA	25,703	22,947	5750 Health Ministries	2,150	1,960
3640 Personnel contingency (A. Bonas)	2,000	1,766	Other Ministries total	4,650	4,052
Personnel totals	459,193	451,940	Education Commission		
			5800 Church School	6,200	3,318
			5825 Adult Education	750	752
			5850 Youth Programs	6,800	7,244
			Education Commission totals	13,750	11,314
			MAUCC Per Capita		
			5900 MAUCC Dues	9,456	9,358
			MAUCC Dues totals	9,456	9,358
			Expense totals	703,860	682,847
			Income over (under) expenses	0	23,582

REPORT OF THE TREASURER – 2012

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Report on Endowed Funds

Report on Endowed Funds		2012										4,029,258	3,453,116
		book value	-5.237%						book end restricted		book end unrestricted		
		4,161,887	= gain fund rate						not to distribute		100,000	338,074	
		Final C4				Capital			Rate =	1.30%	9.73%	Final C4	
BOOK VALUES	C2	Balance	percent of	Disburse in 2012	percent	Campaign	Changes	balance before	Average	Add 2011	Add 2012	Balance	
		12/31/2011	total funds	from endowment	disbursed	(advance) &	In Fund	income	eligible	Investment	Capital	12/31/2012	
			including R&R to restricted funds			repayment	Principal	distribution	balance	Income	Gain (Loss)		
Endowment with Unrestricted Use:													
General Endowment	5% spending rule	1,881,118	44.7%	(97,000)	-5.21%		34,380	1,788,380	1,824,740	80,282	177,583	2,026,223	
Janis Endowment	5% spending rule	1,008,831	24.4%	(50,000)	-5.20%	0	16,880	1,057,231	1,079,081	35,803	104,824	1,197,859	
Subtotals		2,890,950	71.1%	-147,000	-5.24%	0	46,760	2,848,700	2,903,821	116,085	282,407	3,224,082	
Endowment with Restricted Use: 5%													
Chidley Scholarship	5% spending rule	9,882	0.2%	(499.13)	-5.00%			9,389	9,810	310	938	10,823	
Pastor-Cleworth	5% spending rule	5,897	0.1%	(294.88)	-5.00%			5,602	5,748	180	580	6,351	
Pastor-Mason	5% spending rule	9,895	0.2%	(499.77)	-5.00%			9,311	9,453	312	930	10,443	
Palmer Special Needs	5% spending rule	127,200	3.1%	(6,360.00)	-5.00%			120,840	124,000	4,080	12,070	137,008	
Wallace Music	5% spending rule	13,488	0.3%	(679.36)	-5.00%			12,790	13,138	434	1,270	14,504	
W'Hear	5% spending rule	3,400	0.1%	(170.00)	-5.00%			3,230	3,304	110	323	3,672	
Eberle	5% spending rule	7,275	0.2%	(363.75)	-5.00%			6,911	7,083	234	690	7,638	
Redmond	5% spending rule	2,304	0.1%	(115.21)	-5.00%			2,189	2,247	74	219	2,482	
Pastor & Deacon-Hall	5% spending rule	17,802	0.4%	(894.61)	-5.00%		3,000	16,880	16,445	609	1,795	21,402	
Pastor & Deacon-Mason	5% spending rule	16,045	0.4%	(802.26)	-5.00%		15,000	10,340	10,144	784	2,252	33,260	
Podaska	5% spending rule	23,440	0.6%	(1,172.47)	-5.00%			22,277	22,863	755	2,235	25,257	
Abbe Endowment	5% spending rule	40,312	1.0%	(2,018.60)	-5.00%			38,296	38,504	1,298	3,825	43,420	
Steeple Endowment Fund	5% spending rule	170,834	4.1%	(8,541.68)	-5.00%	0	0	162,102	166,388	5,494	16,192	183,788	
VanAllen Endowment Fund V6	5% spending rule	104,851	2.6%	(5,242.67)	-5.00%	0		99,619	102,035	3,370	9,801	112,719	
Music Endowed Fund	5% spending rule			0.00			7,000	7,000	3,500	110	341	7,458	
Chapman Fund	transferred/closed 2005			closed									
CART	defunct 2003			closed									
O.K. Black	defunct 2003			closed									
Subtotals		882,884	11.3%	(27,804.68)	-5.00%	0	34,000	848,408	880,391	18,173	83,887	939,219	
Reserve Funds Functioning as Endowment:													
Kendall Loan Fund	Income, no gain/loss	29,823	0.7%		0.00%		0	29,823	29,823	970		30,801	
Sabbatical Reserve Fund	Income, no gain/loss	12,879	0.3%	-13,808	-106.93%		2,880	741	6,710	222		983	
Boston Community Capital	2% Yield, not in pool	100,000	0.0%		0.00%			100,000				100,000	
Subtotals		142,692	3.4%	-13,808	-4.70%	0	2,880	130,544	36,533	1,192	0	134,544	
Endowment Totals		3,854,348	87.8%	-168,543	-5.38%	0	68,760	3,524,553	3,480,450	115,238	338,074	3,978,886	
Book Value		4,161,887	100.0%					R&R=	536,807	12,583		4,515,872	
Vanguard BoCY Balances & \$100k Community Loan		4,168,829	100.1%					tot for distr	4,829,388	127,821		4,956,948	
Variance between book value and Vanguard Plus		4,882										39,298	

Data used for Annual Reports through 2004

		Qtr
see R&R	Emergency Reserve	Income, no gain/loss
		34,250
see R&R	Memorial Reserve	Income, no gain/loss
		14,500
Subtotals		38,750

Endowment Totals as reported in Annual Reports through 2004

	2010	2011	2012	3 yr total	3 yr average	8%	Yr	Qtr
General Endow	1,853,057	1,881,118	2,026,223	5,840,398	1,946,800	97,340	97,200	34,300
Janis Endowm	1,171,050	1,008,831	1,197,859	3,488,640	1,159,218	57,811	58,000	14,500
	3,128,016	2,890,950	3,224,082	9,309,048	3,103,015	155,151	155,200	38,800

Endowment Totals

In 2012

Added to endowment	68,750
Added to restricted	130,494.01
Disbursed from Endowment	-168,543

Vanguard Ending Balance	4,536,948
Less Income	133,065

Less Vanguard Beginning Balance	4,088,820
Endowment gain	338,074

Disbursed from Restricted	(75,018.91)
	-74,320

REPORT OF THE TREASURER – 2012

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Report on Changes in Restricted and Reserve Funds			2011	2012								2012
	C3		Final C4 Balance 12/31/2011	Transfer from	Gifts and	Other	less: Fund	balance before	Average	2.63%	Final C4 Balance 12/31/2012	
		Restricted		Fund	Endowment	Expenditures	"income"	eligible	Add 2012			
		Endowment		additions	Transfers	disbursements	distribution	balance	Investment			
									Income			
Temporarily Restricted Funds												
BIBLE FUND B0	Income, no gain/loss	0					0		0.00	0		
CHIDLEY SCHOLAR. B1	Income, no gain/loss	13,089	493.12				(339.00)	13,229	13,148	345.52	13,589	
MEMORIAL GIFTS B2	Income, no gain/loss	49,802						49,802	49,802	1,303.69	50,905	
PASTOR'S SPECIAL B3	Income, no gain/loss	3,032	779.60				(3,391.00)	421	1,728	45.37	488	
RIPLEY CHAPEL B4	Income, no gain/loss	1,579					(1,579.00)	0	0	0.00	0	
PALMER SPECIAL B5	Income, no gain/loss	59,889	8,360.02				(4,058.12)	62,191	61,040	1,604.32	63,795	
PRUDENTIAL B6	Income, no gain/loss	12,888					(4,771.00)	8,115	10,500	275.98	8,391	
STEEPLE LIGHTING. B7	Income, no gain/loss	3,935					(200.00)	3,735	3,835	100.81	3,838	
WALLACE MUSIC C0	Income, no gain/loss	2,128	873.30	72.74			(1,800.00)	1,274	1,701	44.70	1,319	
FLOWER FUND C3	Income, no gain/loss	(712)		1,650.00			(1,144.20)	-205.90	-459	-12.06	(218)	
NHAUS FLOWERS C4	Income, no gain/loss	473	170.48				(49.44)	594.11	534	14.02	608	
NHAYS LILIES C5	Income, no gain/loss	1,095						1,095	1,095	28.78	1,124	
EBERLE FORUM and Redmond Y	Income, no gain/loss	7,445	481.97	14,905.00			(9,158.80)	13,873	10,559	277.52	13,950	
REDMOND YOUTH C7	Income, no gain/loss	14,905					(14,905.00)	0	0	0.00	(0)	
YOUTH FOOD C8	Income, no gain/loss	0						0.00	Closed		0	
PASTOR & DEACONS FUND C9	Income, no gain/loss	2,225	1,898.87	1,712.00			(2,795.12)	2,929	2,577	87.74	2,997	
PODUSKA D0	Income, no gain/loss	12,280	1,172.47					13,453	12,887	338.18	13,791	
DIRECTED GIFTS D1	Income, no gain/loss	19,212		3,489.00			(3,409.00)	19,272	19,242	505.73	19,777	
LIBRARY FUND D2	Income, no gain/loss	3,023						3,023	3,023	79.44	3,102	
OUTREACH ACTIVITIES D3	Income, no gain/loss	385						385	385	10.11	395	
CHRISTMAS & EASTER Funds D4	pass through account	9,873		14,089.74			(13,042.00)	10,921	10,397	0.00	10,921	
PENTECOST D6	Income, no gain/loss	1,202						1,202	1,202	31.60	1,234	
CLYDE JONES D7	Income, no gain/loss	10,795						10,795	10,795	283.73	11,079	
JENKS SCHOLARSHIP E0	Income, no gain/loss	1,860					(1,861.00)	-1	830	21.81	21	
SENIOR HOUSING E1	Income, no gain/loss	17,184						17,184	17,184	451.13	17,815	
JENKS OUTREACH & CARRYFWD F	Income, no gain/loss	45,524					(2,000.00)	43,524	44,524	1,170.22	44,694	
IRVIN MEMORIAL FUND G7	Income, no gain/loss	5,735						5,735	5,735	150.73	5,888	
STEEPLE MAINTENANCE FUND G8	Income, no gain/loss	38,998	8,531.89					47,530	43,284	1,137.11	48,687	
CAPITAL CAMPAIGN FUND H3	Income, no gain/loss	27						27	27	0.72	28	
YOUTH PILGRIMAGE FUND H0	Income, no gain/loss	7,088		7,273.53			(10,028.23)	4,313	5,691	149.57	4,463	
CAPITAL RESERVES FUND H1	Income, no gain/loss	4,104		2,000.00				6,104	5,104	134.15	6,238	
LANDSCAPE FUND G0	Income, no gain/loss	(181)						-181	-181	-4.22	(185)	
Van Allen Fund	Income, no gain/loss		5,232.57					5,233	2,818	68.78	5,301	
Music Expendable Fund	Income, no gain/loss			3,000.00				3,000	1,500	39.42	3,039	
RENO GARDEN FUND	Income, no gain/loss	11,851		45,942.00			(879.00)	58,914	34,283	901.06	57,815	
subtotal		380,091	25,592.07	94,114.01	0.00		(74,719.91)	405,077	374,342	9,585.64	414,643	
Reserve Funds (in Operating Budget)			0								0	
MEMORIAL RESERVE FUND F8	Income, no gain/loss	38,240		1,370.00				37,810	38,925	970.50	38,580	
EMERGENCY RESERVE G0	Income, no gain/loss	111,190		35,000.00			(300.00)	145,890	128,540	3,378.44	149,288	
DESIGNATION PENDING	no distribution	0						0			0	
subtotal		147,430	0.00	38,370.00	0.00		(300.00)	183,500	185,485	4,348.94	187,849	
TOTAL RESTRICTED & RESERVE FUNDS			527,521	25,592.07	130,484.01	0.00	(75,019.91)	588,577	539,807	13,914.58	602,492	
		44,997								change in 2012	94,971	
subtotal subject to income distribution												

REPORT OF THE TREASURER – 2012

Expenditures from Restricted and Reserve Funds - 2012

Fund	Amount	Use
Chidley Scholarship	\$ 339	J. Pearl Scholarship
Pastor's Special Projects	\$ 3,391	MACUCC Bootcamp, income distribution
Ripley Chapel	\$ 1,579	chapel painting choir chairs, cd recorder, piano for chapel, office
Palmer Special Needs	\$ 4,058	chair
Prudential	\$ 4,771	various painting projects
Steeple Lighting	\$ 200	steeple lighting
Wallace Music	\$ 1,600	Christmas and Lenten musicians
Flower	\$ 1,144	Christmas and Easter Flower
N'Haus flowers	\$ 50	flowers
Eberle & Redmond	\$ 9,159	Youth pilgrimage Interest distribution, medical copays, S&S gift
Pastor and Deacons	\$ 2,705	cards Outdoor Church, Just Peace, MA Coalition for
Directed gifts	\$ 3,409	Homeless, Winchester Got Lunch MA Coalition for Homeless, Winchester Got
Xmas/Easter	\$ 13,042	Lunch
Jenks Scholarship	\$ 1,661	J. Pearl Scholarship
Jenks Outreach	\$ 2,000	Outreach to Youth
Youth Pilgrimage	\$ 10,028	Youth pilgrimage
Reno Garden	\$ 679	various maintenance
Total	\$ 59,815	

REPORT OF THE FINANCIAL RESOURCES COMMISSION

Commission members:

Mike Bailey (chair), Doug Clarke, David DuBard, Rich MacNeille, Tom Roche, Jena Roy, Nick Troisi, Carl Turissini, Jennifer Wilson

The Financial Resources Commission's principal goals for 2013 include:

- Increase participation in the annual Stewardship (pledge) Campaign
- Bring creativity to the pledge campaign, including making a more personal appeal to givers to freshly consider and prioritize their giving through the church this year
- Initiate a planned giving program to further develop the church's invested funds for future generations

The First Congregational Church in Winchester, MA has two primary sources of income – the pledge giving of active members and the income generated from invested funds (previous gifts).

2013 Stewardship Campaign

The Stewardship campaign began and ended earlier than in prior years (Pledge Sunday was November 4, 2012), and was well received. Several church members inspired giving to the campaign by providing brief invitations to the offering during the worship services leading up to Pledge Sunday. These faith offerings invited others to share in their joy to support the mission of the church. We continued to use innovative materials this year, including the Narrative Budget, that made more easily visible how faithful giving is making a difference within and beyond our faith community.

Income from 2013 pledge commitments totaled \$500,000, up more than 6% from 2012 (\$500,000 vs. \$470,250). We have much for which to be thankful in the generous gifts our church received: 44 givers (30% of all givers) increased their pledges compared to 2012. We also received 20 new/returning pledges. Pledges this year included:

- 148 total pledges (56% of approx. 266 member families), up from 144 pledges in 2012.
- Average pledge: \$3,378 vs. \$3,250 in 2012.
- Median pledge: \$1,760 vs. \$1,900 in 2012
- Pledge range: \$100 to \$30,000

REPORT OF THE FINACIAL RESOURES COMMISSION

The following table describes the number and amount of pledges that increased, stayed the same, decreased, or were new/returning compared to 2012.

Pledge Category	Pledge Number	Amount Pledged	% of Total
Increase	44	\$228,281	46%
Same	63	\$144,898	29%
Decrease	21	\$73,651	15%
New/returning	20	\$53,170	11%
Total	148	\$500,000	100%

* Please note that these figures are based on pledge cards received; budgeted and actual results may vary.

The following chart reviews the pledges by pledged giving level in 2013 compared to 2012:

Giving Level in \$	Pledge Number		% of Pledges		% of \$ Pledged	
	2013	2012	2013	2012	2013	2012
20,000+	4	4	3%	3%	18%	21%
10,000-19,999	9	7	6%	5%	23%	19%
8,000-9,999	4	2	3%	1%	7%	4%
6,000-7,999	8	6	5%	4%	10%	9%
5,000-5,999	6	7	4%	5%	6%	8%
4,000-4,999	4	3	3%	2%	3%	3%
3,000-3,999	14	14	9%	10%	9%	10%
2,000-2,999	23	26	16%	18%	10%	13%
1,000-1,999	35	40	24%	27%	9%	11%
500-999	24	22	16%	15%	3%	3%
<500	<u>17</u>	<u>13</u>	<u>11%</u>	<u>9%</u>	<u>1%</u>	<u>1%</u>
Total	148	144	100%	100%	100%	100%

Invested Funds

	12/31/12	12/31/11	12/31/10	12/31/09	12/31/08	12/31/07	12/31/06
Value	\$4,535,968	\$4,066,829	\$4,230,694	\$3,716,275	\$3,388,997	\$4,874,549	\$4,535,464
Return	+12.8%	-1.4%	+12.3%	+17.4%	-26.1%	+7.4%	+13.1%

Note: the totals above include investments in both unrestricted funds available to support the operating budget, and those accounts with various spending restrictions. Does not include balance in Boston Community Capital.

REPORT OF THE FINACIAL RESOURES COMMISSION

Objective: The investment objective for the invested funds is to grow the real (inflation-adjusted) value of invested funds after accounting for spending in support of annual operating needs.

Strategy and Asset Allocation: To achieve our investment objectives, the investment accounts are managed with a passive indexing strategy and a “style-neutral,” well-diversified approach. The Church has adopted a target asset allocation for typical investment environments as follows: approximately 65% in equities, 30% in fixed income vehicles and 5% cash. By indexing, the invested funds seek to achieve long-term total returns (income plus appreciation) approximately equivalent to a weighted average of the relevant benchmark indexes.

The Invested Funds balance grew 11.5% in 2012, the result of the +12.8% return on the portfolio and some restricted gifts offset by the budgeted \$155,000 drawdown to support the church’s operating budget. Unrestricted funds currently comprise about 71% of the portfolio balance above, down from about 73% at the end of 2011. During 2013, the Unrestricted funds are expected to provide \$156,000 to fund operating budget needs, representing a 5% drawdown of the trailing 3-year average of these Unrestricted funds.

At year-end 2012, the portfolio’s sector weightings were exactly on the target weightings of 65% equity, 30% fixed income, and 5% cash, and no rebalancing transactions were made over the course of 2012. At the end of March 2013, the portfolio balance is \$4.7 million, up 4.5% in the first quarter of 2013.

Global financial markets remain volatile and unpredictable, jostled by the tentative U.S. economic recovery, record domestic debt levels, and unresolved fiscal and economic issues outside the U.S.

Policymakers have flooded global markets with liquidity, pushing interest rates to record low levels to support the global economic recovery. Such low interest rates (1.9% yield on the 10-year Treasury) will likely prove to be less than long-term inflation, resulting in negative real returns on most low-risk fixed income instruments. While tentative on the expected near-term returns from the portfolio given current market conditions, the asset allocation mix is likely appropriate to meet the longer-term objectives of these investment accounts.

REPORT OF THE FACILITIES COMMISSION

This year, in addition to coordinating routine maintenance of the church and its grounds, the Facilities Commission worked to handle unexpected and *costly* property concerns due to developments including Hurricane Sandy and the fire of February 1st.

REPORT OF THE FACILITIES COMMISSION

Facilities activities of note this past year:

1. We sponsored an all-church work day in April where volunteers cleaned the sanctuary and Ripley Chapel, cleared out the shed, weeded and mulched. Thank you to all the volunteers who made this day a success, and to Tom Church and Rick Forzese for their organizing efforts.
2. Further “sprucing up” occurred last Spring with plaster repairs and/or painting of Ripley Chapel, the entry halls, lobby and office. Thank you to John Fiske for coordinating these significant improvements.
3. Thanks largely to Tom Dunn, our beautiful and expansive church has opened its doors to (and received rental income from) The Chinese Cultural School and the Winchester Players. Additionally, Winchester Got Lunch used our facility to assemble meal packages during its inaugural session last summer. Special thanks to Sarah Marino for her efforts in coordinating the scheduling of various groups using the facility.
4. In July, Bradley Ross and Deb DePeter spoke before the Board of Selectmen to request the Town’s assistance in paying for rental of a lift and operator to enable Bradley to repair the town-owned clock face in our steeple. The town agreed to foot the bill in its entirety, and Bradley was successfully “raised up” to complete these repairs in August.
5. In the Fall, Bradley coordinated the installation of a back flow preventer so as to meet the stated demands of the Winchester Cross Connection Control Program. This upgrade, mandated by the town, cost in the range of \$8,000.
6. October brought Hurricane Sandy, which left us with significant tree damage, and debris both on our property and the adjacent medical building’s. Thanks to Jon Lawton for his efforts in securing and overseeing the work of Arbor Care in removing the trees and debris at issue, to the tune of \$3,500.
7. A fire in the education office Friday, February 1st resulted in roughly \$30,000 fire/smoke/water damage to the offices, hallway, and Chidley Hall. John Fiske has diligently dealt with the insurance adjuster, and retained the services of Connolly Brothers to make necessary repairs. Our costs will include at least the \$10,000 deductible according to our insurance plan.
8. We have engaged Grinnell to reinstitute regular inspections of the sprinkler and fire alarm systems (something that was in the works even before the Feb 1 fire).
9. The Chidley Halls egress doors were replaced beautifully thanks to the extensive efforts and skill of Jon Lawton. Rick Forzese and Chris Noble also contributed to this effort, and we thank them for their contributions.

Projects currently in progress:

10. This summer, Connolly Brothers will replaster and paint the Chidley Hall beam enclosures, replace the broken windows, replace the 2nd floor office ceiling tiles, paint, and do other work as deemed necessary in the wake of the fire.
11. Deb DePeter is currently examining the possibility of upgrading the smoke detector system with Grinnell.

Other notes:

At least three major expenses (the \$10,000 fire deductible, \$8,000 back flow preventer installation, and \$3,500 in hurricane tree damages) were not anticipated in the Facilities budget. Future budgeting should allow for similar situations that fall outside of our normal maintenance plan.

We express special gratitude to Bradley Ross, for his loving care of this complex facility.

Tom Dunn and Deb DePeter

REPORT OF THE PERSONNEL COMMISSION 2012-2013

In June of 2012 the Personnel Commission hired Benjamin Pulaski to be the Church School Program Director, for a maximum of 18 hours/week. The title change, from Sunday School Supervisor, was selected by the Christian Education Commission to reflect the job change to involve more responsibility for developing programs for the Sunday School.

In September of 2012 we hired Camelia Chitescu to be the Nursery Supervisor, responsible for supervising the youth helpers and the care of pre-schoolers.

The Personnel Commission provided support for staff during transitions. In the Fall, Associate Pastor Judy Arnold was on sabbatical for three months, and Jena Roy was her interim replacement. In January, we supported the one-month trip of Jane Ring Frank to Myanmar, which involved her planning for the Midwinter worship music and arrangements for her substitute. In the spring, Pastor Skip Waterbury began his transition toward retirement.

Our representative to the Interim Pastor Selection Committee is Carol Weir, who became chair of that committee.

We do not foresee any need for additional hiring in the coming year, other than that of the interim pastor.

Respectfully submitted by the member of the Personnel Commission,
John Crabtree
Walter Ogier
Lynne Rahmeier, Chair
Christine Tresselt
Carol Weir

REPORT OF THE LEADERSHIP DEVELOPMENT COMMISSION

Activity of the Leadership Development Commission has been somewhat curtailed during the past year by uncertainty regarding the status of commissions in the congregation's new organizational structure. We have responded to requests from commission chairs for new members as they arise. We are not happy with the results of our efforts to recruit newer members of the congregation to commission activity, and hope to attract one or two representatives from the post-baby boomer generation to assist us in identifying new talent.

Respectfully submitted,

Peter B. Rosenberger

REPORT OF THE HOLY DESTINATIONS COMMITTEE

Over the past year, the Holy Destinations process has continued as we collectively envision the future of our church community amid significant external and internal changes. We are part of a culture in which church attendance is not considered essential. Most UCC congregations (and other mainline churches) report that they are experiencing a decline in membership, difficulty in recruiting volunteers, and a feeling of stagnation in their faith practices and service activities – all of which constrain faith development. Our church is no exception with gradual but steady decreases in membership, attendance, and pledging households over the past decade. There are also internal changes we are facing: we are saying good-bye to our Pastor after 23 years of ministry among us; our long-standing ministry team will experience changes as the team evolves; we will be entering an interim period of transition and change; and we are immersed in an ongoing process of reimagining the personal and collective ministries of our future church.

A year ago, the church adopted our new Purpose: **“Our purpose is to be a Christ-centered, nurturing community: growing in faith, serving in love, welcoming all with joy.”** The purpose starts us down a deliberate path towards deepened spiritual growth. With the able support of the ministry team, we are starting to see the purpose come alive in the commissions and ministry groups of the church. For example, we are delighted to see the Health Ministry actively incorporate the Purpose into the way in which they frame their ministry and all their discussions around it. Other groups have also started to think about their efforts in slightly different ways, gradually starting to make the Purpose a central piece of our church’s identity.

Last spring, several short-term groups formed to initiate some new ideas on the elements of the Purpose that are about Faith, Service and Welcome. These groups each came up with some things to try this past fall. One of these groups, in particular, has been noticeable in its activities – that is the Welcoming group. We called it a HAT – a Holy Action Team! They started out with a major initiative to be more actively welcoming and helpful to people, especially newcomers, as they enter the sanctuary on Sunday mornings for worship. This group has been highly successful and its enthusiasm is carrying it further into planning new activities and programs. This kind of ‘bubbling up’ of new ideas and energy has been one of the features of the new church structure that Holy Destinations has been hoping to facilitate, so it has been encouraging to see this take hold.

This year the church has also been engaged in finalizing the Vision statement. The Holy Destinations team met with each commission and held an 11th hour session open to the entire congregation. Using the feedback received at those sessions, the content was shaped, and we have a final version that we hope will be adopted by the congregation at this annual meeting. This will then be used as the basis of planning for the near future.

Another area that Holy Destinations focused on was examining FCCW’s organizational structure to see if changes can be made to place a sharper focus on living into our purpose. The committee was expanded in October to help with this work. We are very grateful for these additional talented people to work on this task. We looked at several leadership models for a Post-Christendom era, examples of other churches, our own experience and culture, and UCC best practices. We’ve learned that an organization that is flexible and nimble creates the most fertile ground for spiritual creativity and action. We hope to create an organizational structure that takes less of our congregational effort in the administrative duties that many of us find ourselves doing and frees us up to engage in the work of life-giving ministry that we see in our Purpose Statement. Using all the resources we consulted as inspiration, we have worked to come up with

REPORT OF THE HOLY DESTINATIONS COMMITTEE

a model for our own church – one that respects our history and suits our style. This has been shared with the congregation and we have actively listened for feedback to these new ideas.

We have communicated with the entire congregation via weekly reflections in bulletins, the Spire and emails – the ‘We’re on a Mission’ updates – to try to keep our church community well informed about the concepts and ideas we are working on. On the receiving end, we have held feedback and discussion sessions and have been grateful for the thoughtful input we have received from so many. It truly is a community engagement, working together towards a common vision.

We are looking forward to an exciting transitional time next year – one in which we embark together on a process of change. A change that will certainly involve changes in structure, but will, we hope and pray, take us down a path of new energy towards living into the Purpose.

The Holy Destinations Committee: Debra Damren, Dave Weir, Bruce Lauterwasser, David Mortensen, Penny Sparrow, Anne Hoenicke, Sarah Gallop, Walter Ogier, Paul Puzzanghera, Jane Ring Frank, Kathleen Zagata, Judy Arnold.

APPENDICES