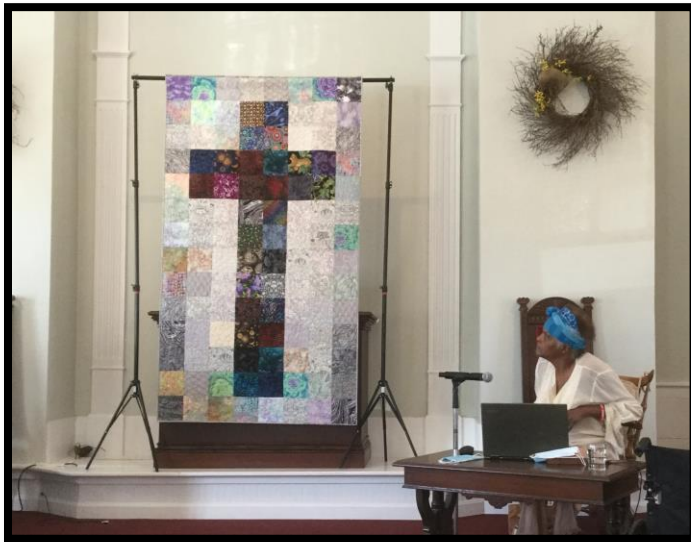


**First Congregational Church
United Church of Christ
Wilmot, NH**



Easter Sunday, Children's Day, Harriet Ward and Sacred Ally Quilt, Rev. Sara's last Sunday

2022 Annual Report
Annual Meeting
January 29, 2023

WARRANT of the ANNUAL MEETING
FIRST CONGREGATIONAL CHURCH of WILMOT, N. H., UCC

You are hereby notified to meet Sunday, January 29, 2023, immediately following worship to act on the following:

1. To adopt the budget for 2023
2. To adopt the proposed By-law changes
3. To elect the following officers and committee members:

For 3 years

Treasurer and member of Budget Comm.

One Deacon

One Trustee

One member of the following committees:

Church Growth & Outreach

Justice & Witness

Religious Education

Music

Stewardship

Nominating

Pastoral Relations

For 1 year

Two Deacons

One Trustee

One member Justice & Witness Comm.

4. To transact any other business that may legally come before this meeting.

Given under my hand, a true attest of warrant

Charles Foss

Moderator

January 15, 2023

First Congregational Church of Wilmot, UCC

Annual Meeting – January 29, 2023

AGENDA

Call to order and opening prayer

Review minutes of Annual Meeting of January 30, 2022

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OFFICER, BOARD, COMMITTEE REPORTS

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NEW BUSINESS

Presentation of Bylaws Revisions 24

Mission Statement Revision 25

Nominating Committee 26

Addendum: Safe Spaces Policy 27

Thank-you to those leaving positions and “Big Shoes to Fill” award

Any other business

Prayer of Dismissal and Adjournment

First Congregational Church of Wilmot, UCC

Minutes of Annual Meeting of January 30, 2022

The Annual Meeting was called to order at 11 a.m. on Sunday, January 30, via Zoom. A quorum was present. Moderator Paul Fenton opened with a prayer.

Minutes of the meeting of January 31, 2021, were accepted as submitted.

The following reports were offered as supplement to those submitted in the printed Annual Report. Questions were entertained in all cases.

Pastor: Rev. Sara Marean spoke of the exciting year we experienced in spite of the many iterations (outside, Zoom, and sanctuary worship) and have remained vibrant. We have looked inward by updating the by-laws, and outward by pursuing becoming a Racial Justice church.

Music Director: Ralph English emphasized his desire for musicians to share their talent with the congregation in worship. He welcomes input from the congregation and was thanked for his efforts.

Moderator: Paul Fenton said “goodbye” to us after being our Moderator for 6 years. He highlighted the projects he’s built and was thanked for all he’s done.

Clerk: Janet Howe also is leaving her position as clerk, which she assumed in 1994 and has held all but 5 years since then. She thanked Eric Marean for his work making Zoom worship possible.

Auditor: Charlie Foss thanked Amber and Marti Clark for their work as Treasurer and Asst. Treas.

Treasurer: Amber Gove stated her journey as treasurer continues, and she’s still learning. Financially, we’re on target for the year, and she feels it’s been a very good year. She thanked Charlie Foss and Marti Clark for their help.

Trustees: Doug MacDonald mentioned that our trust funds have rebounded nicely from 10 years ago when we did the renovation project. He’s pleased that Bill Clark and Bill Partridge will be trustees this coming year.

Budget: Charlie Foss said the Budget Comm. had met early in the fall, gathered requests from committees, and by Dec. 6 had the budget mostly completed. He pointed out a few highlights and noted that they now have a better picture of the Pastor’s compensation package.

Motion was made by Charlie Foss to accept the budget as present. Seconded by Bethany Balford.

Discussion: Question raised about the increase in the line under church insurance.
Explained that even though the insurance has gone up slightly, the amount shown reflect an overlap from the previous year.

Motion passed unanimously.

Deacons: Bethany Balford told what a busy year it had been trying to stay in contact with congregants. The Deacons will be shuffling the KIN groups when they next meet, so we can expect to be contacted by a different Deacon.

Christian Education: Nancy Allenby has focused on keeping the kids involved and interested. She has begun to have others from the congregation work with the kids once/month, as Sally Olsen has recently done with the quilting project. All agree that Nancy has done a fantastic job with the kids.

Stewardship: Rev. Sara spoke for the committee, saying the successful campaign resulted in a 13% increase of giving to support the life and ministry of the church. She thanked the committee for their work, and the congregation for their response.

New Horizons Mission: Marie MacDonald highlighted the successful yard sale and the resulting fulfilling of the proposed distributions for the past year. She spoke briefly about the beginnings of the New Horizons Committee and hopes that under the new structure, we will continue to help those in need.

Racial Justice Steering Committee: Paul Currier said they are close to completing over 2 years of work towards the goal of becoming a Racial Justice church. The covenant was approved by the congregation, and submission to the Conference for official recognition is in progress.

Ordination celebration: Art Urie simply stated that it was fun and thanked everyone for making it so. Rev. Sara spoke about the significance of her ordination in her life and what a wonderful celebration of that it was this past fall.

Church Organizing Committee: Charlie Foss referred to the revised by-laws as printed in the Report and stated that the COC had met over 20 times since January 1st of 2021.

Motion was made by Charlie Foss to accept the revised by-laws as presented at this meeting. Motion seconded by Jane Norman.

Discussion: Steve Allenby spoke the special nature of this church but that he felt it is not reflected in the mission statement in the by-laws. Charlie thanked Steve for his input and stated that the committee knew the mission statement needs to be revised, and it will be done.

Motion was unanimously passed.

Nominating Committee: Jane Norman thanked the congregation for approving the new structure as outlined in the by-laws and thanked the committee for finding volunteers for all but the Clerk position. She briefly stated the description of Clerk's responsibilities and asked anyone interested in filling this position to talk with Janet Howe.

Motion was made by Jane Norman to accept the slate as presented. Seconded. Motion carried unanimously.

Paul Fenton read the names of persons leaving their positions. A gift will be presented to them in person as soon as possible. Those thanked and the committee they are leaving are:

Art Urie – Pastoral Relations
Marti Clark – Asst. Treasurer
Bill Clark – Deacon
Marty Hopkins – Trustee
Janet Howe – Clerk
Paul Fenton – Moderator

“Shoes Too Big to Fill” awards will be given to Janet and Paul. Paul expressed his thanks to Janet, and Rev. Sara thanked both Paul and her for “steering this ship on a steady course” through these years.

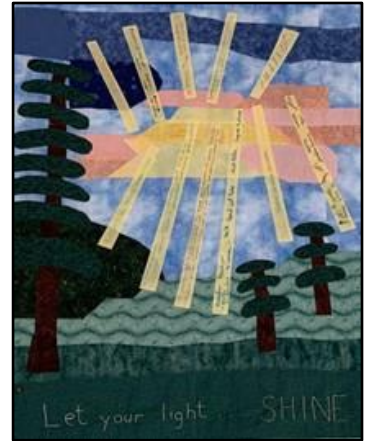
Rev. Sara offered a closing prayer, and the meeting adjourned at 11:45.

Respectfully submitted,
Janet Howe, Clerk

PASTOR'S REPORT

“Let your light shine before others so that they may see your good works and give glory to your God in heaven” Matthew 5:16

Even though I will no longer be with you when you read this report, I thought it might be helpful to review 2022 since I was with you the entire year! We began 2022 by approving a new set of by-laws and the resulting church structure, and the year has been marked by living into this new structure. This was a particular challenge, but a good one, for our newly formed committees, Religious Education, Growth and Outreach, and Justice and Witness. I have been so proud to see the ways these groups have tackled this challenge with imagination, energy and perseverance. It will take time to continue this work, but I have no doubt each group is up to the task.



This year we moved into a new financial structure as well. In September our Treasurer Amber Gove needed to resign to begin EMT training and we were fortunate that Paul Fenton was willing to step into the role. At that point the decision was made to move into a bookkeeping arrangement. We were blessed that Eunice Jadlocki, our Communications Consultant, was able and willing to take on that additional position. I want to thank her, Paul and Amber for their hard work as we continue creating and strengthening our financial systems.

As we lived into these new by-laws it became apparent that we also needed to review our Mission Statement, and so a small group was formed. Steve Allenby, Bob Evans and Charlie Foss became our ‘Mission Statement Group’ tasked with helping the congregation to express our communal values, mission and vision. Through KIN group meetings over the summer information was gathered which resulted in the values statement to be voted on at our annual meeting. I’m sure work on creating mission and vision statements will continue in the future.

This spring we also created and affirmed our Action Plan as a Racial Justice Church, the ways we want to live into this new designation in the future. This was aided by a wonderful Transition Team of Bonnie, Bob and Marty, which took over the work once our Racial Justice Steering Committee had submitted our application and materials to the NHC. A major initiative to come out of this work was the Sacred Allies Quilt Exhibit. This community event was a highlight of the fall and I want to thank our Justice and Witness Committee, everyone who helped with driving, set up, and monitoring the quilts, and especially Marty and Marie for their organization.

And of course, there were fun (and sometimes controversial!) book groups, Holy Week remembrances, BBQ dinners, yard sales. I also want to mention the very special Confirmation of Zeph Marean on June 12, 2022. She worked hard in this years-long process and we are so very proud of her. Thanks go to all the many volunteers who make church work, especially Nancy for amazing kid programming, Ralph for his music, Janet and Michiko in the office, Eunice in communications. This community is strong and vibrant because of each one of you.

And in the end, we did the hard job of saying goodbye to one another. We Mareans will never forget the kindness shown to us here, the many special moments shared throughout almost nine years together, the ways we helped one another grow in God’s love and live out our call. My parting prayer is that you take Jesus’ words to heart, that you allow the light of this beloved community, as well as your individual lights, to shine in this world, setting them on a lampstand for all to see. The world needs you, your message of love and all the light you bring.

In God’s peace and love,
Rev. Sara

MUSIC DIRECTOR'S REPORT

After more than a full year, I am more comfortable in my role as Music Director and primary musician for worship. Unfortunately, legitimate concerns prevented the choir from starting again. There were at least two United Church of Christ congregations in New Hampshire whose choirs regrouped only to shut down again within weeks – one because the *entire* choir became infected with COVID.

While prudence may delay the choir's re-gathering, we hope more musicians will step up – as Paul Currier does with his many instruments - and vocalists will volunteer as soloists or in smaller groups than a full choir.

With guidance from members of the Music Committee and the Pastor, I provide most of the music for Sunday Worship and two special services: Maundy Thursday and Christmas Eve. For the past two past years I also played the piano as congregants participated in the outdoor Spiral Walk.

At some point, I hope a professional musician appears on our doorstep and moves into this position. I appreciate people expressing gratitude for my stepping into this role, but my calling in worship was to be in the pulpit and after forty-four years in that capacity, I looked forward to sitting with Sally in a pew and being led in worship, not being one of those leading it. The experience is very different.

May Grace and Peace Abound,

(The Rev.) Ralph S. English

MODERATOR'S REPORT

After the Annual Meeting in January 2022, I took over the Moderator's position from Paul Fenton who served in that capacity for 6 Years. He did a fantastic job for the Church and should be thanked by all.

The first task for the new year was to implement the many changes to the by-laws made during 2021. These by-laws were approved at the Annual Meeting, as were a slate of officers and committee members to serve in the newly established positions. Several new Committees were created: Religious Education (under the leadership of Bonnie Betters-Reed and Nancy Allenby), Growth and Outreach (under the leadership of Jane Norman), and Justice and Witness (under the leadership of Marty Hopkins). The Church financial structure was changed, creating a Finance Committee under the leadership of Paul Fenton.

Putting all these changes into effect took a lot of hard work and patience on the part of all the committees and their members. There is still much work to be done, but steady progress is being made. Please take time and read each of the committee reports, for they detail all the work being performed.

The Church Council met once a month, and its membership includes the pastor, the moderator, the clerk, and a representative from each committee (either the chairperson or their designee). I am very proud of the work the Council and committees have done throughout the year. The support we have gotten from the congregation has been gratifying. This has been a year of change, and everyone has come together.

Sara's report and the various committee reports portray all the accomplishments achieved in the past 12 months. I will highlight the key events: new committees, the structure changes (especially in the

financial area); the values statement; becoming a “Racial Justice Church”; the “Sacred Allies Quilt Exhibit”; the music; and the phenomenal religious education and Sunday School programs.

In late September, we learned that our minister, the Reverend Sara Marean, was moving on to become the Assistant NH Conference Minister. She teased me when I congratulated her on her new promotion, but it was well deserved. She has been a tremendous leader of the Wilmot Congregational Church, UCC for almost 9 years, and it was recognized by both the Merrimack Association and the New Hampshire Conference. She will do a great job with the Conference, and they now owe us big time in helping to find another outstanding pastor. We will miss Sara, and all of us wish her well.

I close this Report by asking all of you to pray for our efforts to find a new Pastor during 2023 (earlier the better). Have an enjoyable 2023 and thank you for all your support.

Charles L. Foss, Moderator

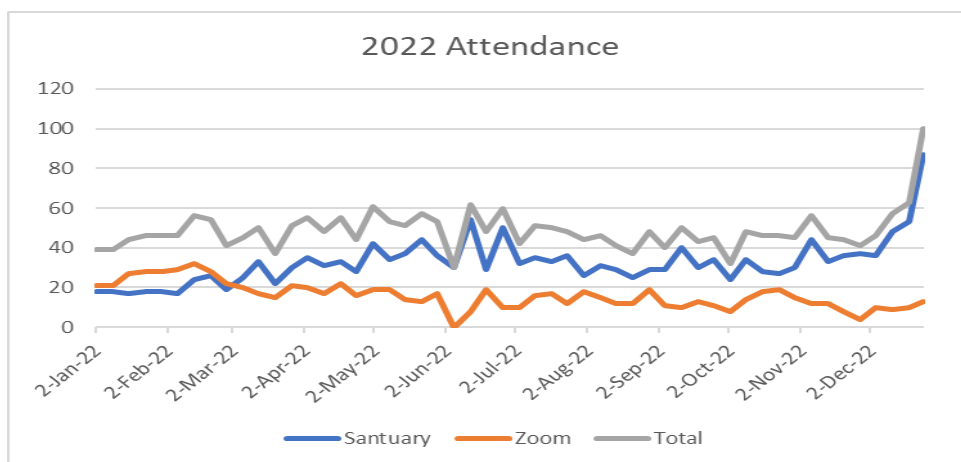
CLERK’S REPORT

Beginning active membership	: 75
New members	+1
Deaths of active members	-2
Total active members	74

We welcomed Ralph English to his first year as our Music Director and bid farewell to Rev Sara Marean. The emergence of new strains of COVID and RSV prompted the church to maintain its COVID protocols for the entire year. Although this made in person attendance a challenge, many continued to worship in the sanctuary. Our ZOOM initiative provided a low risk alternative and also helped to facilitate meetings that would otherwise have been canceled. In addition, many of our members are snowbirds who migrate to other areas during winter. This medium is a wonderful way for absent friends to stay connected with our church. Of special note, a Zoom failure during one service seemed to reduce ZOOM participation following that event. We may want to consider an outreach campaign that promotes our ZOOM offering. A special thanks to all those who dutifully moderated our many ZOOM sessions.

Average worship attendance – 49 (up from last year’s reported 47)

Average worship breakout is – 33 for in sanctuary (excluding staff) and 16 for ZOOM



This year's data is not cherry picked but is rather an analysis of all regular services. We did, however, have several exceptions that were calculated separately. For example, the Easter sunrise service (27 in attendance) that preceded the normal Sunday service and Maundy Thursday service (37 in attendance) were outside of the normal Sunday morning schedule and these are not included in the average but are shown in the Excel spreadsheet detail analysis (Available upon request). Special thanks to all those who diligently tracked attendance and made sure the numbers did not include staff.

Submitted by Bob Evans, Clerk



Easter sunrise service Slope n' Shore Beach

Welcomed to our Congregation on June 12, 2012



Zeph Marean

We remember and will miss you!



Gay Ellen Rayno, 85, passed away on February 24, 2022



Alice Diggs Nulsen passed away on December 17, 2022

DEACONS' REPORT

The year 2022 presented challenges finding balance between traditional church procedures and limitations due to COVID 19. Efforts to keep our sense of community through regular worship and

our Kin Groups brought us through the year with a strong sense of appreciation for one another and the leadership of our pastor Rev. Sara Marean.

In February Paul Wentworth became Deacon Chair; responsibilities were reviewed, updated, Kin Groups arranged and delegates to church committees were assigned. Covid protocols and adjustments to the way communion was served were reviewed each month. Throughout the year, services and meetings were held in person with masks and ventilation as well as on Zoom.

The beloved but faded sanctuary banners were retired. A wonderful card ministry run by Darin Elliott was supported for several months until Darin stepped down; the deacons were responsible for sending cards to their own Kin Groups hereafter. The Prayer Shawl Ministry was vigorously boosted by new members, so the deacons were able to give beautiful prayer shawls to members in need of comfort.

Palms were waved on Palm Sunday, a Maundy Thursday service was held in the sanctuary, and the sanctuary was set up with music played by Rev. Ralph English and information about the stations of the cross was available during Good Friday, but there was very poor attendance. Easter Sunrise Service at Slope 'n Shore was beautiful and well attended as was Easter Service. Requests for resumption of coffee hour as the weather improved found us on the front porch after church starting in May.

May Day celebration included a May pole, flowers for all, a visit from the Troubadours singing group, outside communion and coffee hour.

June was Pride Month and celebrated with three ONA moments and participation in the Pride Parade in New London. Our first confirmand in many years, Zeph Marean, was supported in her confirmation process and celebrated on June 12th as part of the Children's Day service.

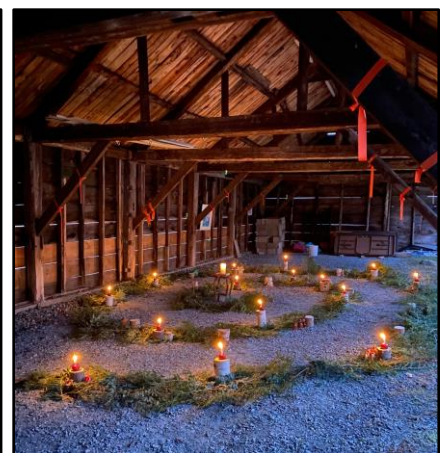


Members of the church's Vision Committee attended the deacons meeting to help set up Kin Group discussions about rewriting our Mission Statement. Each group met in the following months. Father's Day and June 19 (Juneteenth) was celebrated with flowers and all red foods for coffee hour.

During Rev Sara's summer vacation and the second part of her sabbatical, Gayle Murphy, Dawn Berry, Dick Dutton, Adam Grosch and Paul Fenton served the pulpit. A Memorial Service for Gay Ellen Rayno was held at the church on August 6th. On September 11th, a Rally Day picnic was held after church at Lucy Mueller's home in Sunapee.

In October a celebration of 10 years since the Rebuilding of the Church (Church on the Rise) was held downstairs as Coffee Hour was moved inside due to cold weather. October 23-30th the Quilt Exhibit: The Sacred Ally Quilt Project was available for public viewing in our fellowship hall, sponsored by our Justice and Witness Committee. The highlight was Dr. Harriet Ward's message on October 30th during the service.

A loaf of Russian bread prepared by Carlyse Evans and a braided Ukrainian bread prepared by Marie MacDonald were used for World Wide Communion Sunday on October 2nd. All Saints Day, November 6th, was celebrated with a lovely display of individual candles lit to represent the people being honored. Marie MacDonald assembled a luscious cornucopia on the altar for November 13th and 27th. November 27th was also the first Sunday of Advent with the Advent Wreath (made by Bethany Balford and Claire Moseley) and everyone participated in the Greening of the Church.



December 4th Spiral Walk in the horse shed was meaningful; the Christmas Pageant December 12th was a total participation event organized by Nancy Allenby. Rev. Sara's last Sunday on December 18th was a combination of looking back, giving thanks and saying goodbye as we sent the Marean

family on the next stage of their life journey and Sara's professional development. The Christmas Eve service was sacred and special with Rev Sara's presence lighting up the darkness of the evening.

Respectfully submitted,

Paul Wentworth, Michiko Yamaguchi, Marie MacDonald, Bethany Balford, Lucy Mueller.

(Thanks to Rev Art Urie and Rev Nan DeVries for briefly assisting as deacons this year.)

TRUSTEES REPORT

The Trustees had a productive year with regards to the upkeep and safety enhancements to the church.

- A. Security Upgrades (met with police chief)
 - 1. Installed a detection system that would send alerts to trustees, police and fire department if a smoke detector was activated.
 - 2. Reset the outside lighting to have it on for the whole night.
 - 3. Added signage to exterior to indicate 24-hour surveillance.
 - 4. Installed keypad lock on lower level to make entry easier for members and especially the fire and police departments.
- B. General Maintenance
 - 1. Purchased , painted and installed 3 sets of new shutters.
 - 2. Built shelving in the storage shed and had the contents reorganized.
 - 3. Had the septic system inspected and found this high-tech system to be doing a good job.
 - 4. Had the furnace adapted to produce domestic hot water and eliminate the electric heater.
 - 5. Completed various tasks including Spring cleanup, elevator inspection, changing batteries in all detectors and ordering propane.
- C. Projects planned for 2023
 - 1. Install panic buttons in the pulpit and office to allow quick response in the event of an emergency.
 - 2. Finish the painting of the exterior of the church by having both sides painted.

Respectfully submitted,

Bill Partridge, Bill Clark, and Doug Mac Donald

TREASURER'S REPORT

The Treasurer's report shows in the Profit and Loss Budget vs. Actual and the Balance Sheet that your Church is in good shape financially. It is your Treasurer's belief that this church should be very proud of what it has accomplished. Unlike many churches we have held our own during the problems that it faced as a result of the pandemic in the last two years. Many churches throughout the country still have not recovered. We are going into 2023 with a cash on hand of \$63,444 with all outstanding bills having been paid. All I can say is "Well Done" and keep up the good work.

Submitted by Paul Fenton, Jr., Acting Treasurer

8:36 PM

First Congregational Church of Wilmot

Balance Sheet

As of December 31, 2022

01/05/23

Cash Basis

	Mar 31, 22	Jun 30, 22	Sep 30, 22	Dec 31, 22
ASSETS				
Current Assets				
Checking/Savings				
Bar Harbor Bank (Lake Sunapee)	50,462.97	41,594.70	50,424.95	59,431.48
Total Checking/Savings	50,462.97	41,594.70	50,424.95	59,431.48
Other Current Assets				
NH CHARitable Trust Fund	7,130.27	7,130.27	7,130.27	7,130.27
Wilmot Church Fund	147,814.45	147,814.45	146,418.95	145,254.34
Calvin Fiske Trus	59,275.11	59,275.11	59,275.11	59,275.11
Total Other Current Assets	214,219.83	214,219.83	212,824.33	211,659.72
Total Current Assets	264,682.80	255,814.53	263,249.28	271,091.20
TOTAL ASSETS	264,682.80	255,814.53	263,249.28	271,091.20
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts Payable				
Sara's Education Fund	-1,075.00	-4,000.00	-4,000.00	-4,000.00
Total Accounts Payable	-1,075.00	-4,000.00	-4,000.00	-4,000.00
Total Accounts Payable	-1,075.00	-4,000.00	-4,000.00	-4,000.00
Total Current Liabilities	-1,075.00	-4,000.00	-4,000.00	-4,000.00
Long Term Liabilities				
Helen White Flower Fund	4,250.88	3,985.20	3,386.45	3,278.45
Special Offerings Fund				
Poinsettia/Campership	340.00	340.00	340.00	948.54
Christmas Fund (ucc)	0.00	0.00	0.00	1,085.00
One Great Hr. Sharing	1,200.00	1,572.10	0.00	0.00
Neighbor In Need (ucc)	0.00	0.00	175.00	20.00
Christmas Eve Offer	0.00	0.00	0.00	734.00
Easter flwrs/camperships	30.00	97.95	97.95	97.95
Blankets & Tools	10.40	1,268.05	0.00	0.00
Total Special Offerings Fund	1,580.40	3,278.10	612.95	2,885.49
Total Long Term Liabilities	5,831.28	7,263.30	3,999.40	6,163.94
Total Liabilities	4,756.28	3,263.30	-0.60	2,163.94
Equity				
Retained Earnings	259,313.68	259,313.68	259,313.68	259,313.68
Net Income	612.84	-6,762.45	3,936.20	9,613.58
Total Equity	259,926.52	252,551.23	263,249.88	268,927.26
TOTAL LIABILITIES & EQUITY	264,682.80	255,814.53	263,249.28	271,091.20

First Congregational Church of Wilmot
Profit & Loss Budget vs. Actual
January through December 2022

	Jan - Dec 22	Budget
Ordinary Income/Expense		
Income		
Other Income		
Miscellaneous Income	10.00	
Interest Income	25.45	
Total Other Income	35.45	
Rental fees	679.00	
Refund	7.13	
Consolidated Investment Fund Di		
Dividend - Fiske	185.61	
Dividend - Wilmot Church	1,277.74	
Consolidated Investment Fund Di - Other	0.00	3,000.00
Total Consolidated Investment Fund Di	1,463.35	3,000.00
Fund Raiser - Operating		
Yard sale	3,485.47	3,000.00
Fund Raiser - Supper	3,381.00	3,000.00
Total Fund Raiser - Operating	6,866.47	6,000.00
NH Charitable Trust	4,023.50	3,500.00
Plate Offerings	127,033.26	122,000.00
Total Income	140,108.16	134,500.00
Gross Profit	140,108.16	134,500.00
Expense		
Witness & Justice Expenses		
Merrimack Assoc/Dues/Annl Mtg	947.50	1,200.00
UCC Basic support	5,000.00	5,000.00
Justice Ministries	2,538.00	1,500.00
Strengthen the Church	500.00	500.00
New Horizons Fund	6,095.00	8,000.00
Witness & Justice Expenses - Other	1,060.00	
Total Witness & Justice Expenses	16,140.50	16,200.00
Administrative Expenses		
Technology & Tech Support	330.83	3,500.00
Music supplies	14.92	300.00
Advertising	4,963.60	4,000.00
Child Care /Christian Ed	182.07	300.00
Deacon Funds	935.40	1,000.00
Office supplies/postage	1,709.51	2,000.00
Pastor Discretionary Fund	1,500.00	1,500.00
Total Administrative Expenses	9,636.33	12,600.00
Building Expense		
Church Insurance	8,346.75	4,000.00
Special Projects	1,951.38	4,900.00
Electric	1,115.32	800.00
Heat	2,428.36	2,000.00
Repair & Maintenance	3,197.21	3,000.00
Telephone/Internet	1,311.51	1,000.00
Total Building Expense	18,350.53	15,700.00
Personnel Expense		
Salary Office Manager	10,255.00	9,000.00
Sabbatical	0.00	0.00

	<u>Jan - Dec 22</u>	<u>Budget</u>
Sub Organist, Minister & Other		
Substitute Minister	400.00	
Sub Organist, Minister & Other - Other	2,650.00	2,500.00
Total Sub Organist, Minister & Other	3,050.00	2,500.00
Minister Expense/Education	2,925.00	2,000.00
Salary- Musical Director	11,991.75	12,000.00
Salary - Minister		
Minister - Pension	0.00	6,399.00
Minister - Insurance	0.00	686.00
Minister Salary	53,305.46	49,205.00
Ministers Insurance/Pension	7,765.01	
Total Salary - Minister	61,070.47	56,290.00
Total Personnel Expense	89,292.22	81,790.00
Total Expense	133,419.58	126,290.00
Net Ordinary Income	6,688.58	8,210.00
Net Income	6,688.58	8,210.00

PROPOSED BUDGET FOR 2023

<u>Income</u>	<u>2022 Budget</u>	<u>YTD</u>	<u>2023 Budget</u>
From Investment Funds	\$3,000	\$1,463	\$3,000
Fund withdrawals	0	0	0
Transfer from Checking Act.	0	0	12,990
Rental & other Income	0	722	1,000
Fund Raisers	6,000	6,866	6,000
NH Charitable Trust	3,500	4,024	3,500
Plate Offerings/Pledges	122,000	127,033	115,000
Total Income	134,500	140,108	141,490
 <u>Expenses</u>			
Administrative Expenses			
Technology and Tech Support	3,500	331	3,500
Music Supplies	300	15	400
Advertising	4,000	4,963	5,000
Deacon Funds	1,000	935	1,500
Office Supplies	2,000	1,710	3,000
Pastor Disc. Fund	1,500	1,500	1,500
Total Admin	12,300	9,454	14,900

Building Expense			
Church Insurance	4,000	8,347	5,000
Special Projects	4,900	1,951	8,000
Electric	800	1,115	1,200
Heat	2,000	2,428	2,200
Repair and Maintenance	3,000	3,197	3,200
Telephone/ Internet	1,000	1,312	1,800
Total Building Expense	15,700	18,350	21,400
Justice and Witness Expense			
Charitable Giving	8,000	7,155	7,200
Justice Ministries	1,500	2,538	1,500
UCC Basic Support	5,000	5,000	5,000
Merrimack Assoc/Dues	1,200	948	1,200
Strengthen the Church	500	500	500
Total Justice and Witness Exp.	16,200	16,141	15,400
Growth and Outreach Exp.	0	0	1,000
Religious Education Expense	300	182	500
Personnel Expense			
Independent Contractor	9,000	10,255	15,000
Compensation Music Director	12,000	11,992	12,000
Sub Minister & Organist	2,500	3,050	3,000
Minister Expenses/Educ.	2,000	2,925	2,000
Minister's Compensation Package			
Salary	15,708	23,305.46	15,708
Housing	30,000	30,000.00	30,000
Sub Total	45,708		
½ Social Security	3,497		3,497
Pension (14%)	6,399	7,765.01	6,399
Life/Disability (1.5%)	686		686
Total Package	56,290	61,070	56,290
Total Personnel Expenses	81,790	89,292	88,290
Total Expense	126,290	133,419	141,490
Net Income	8,210	6,689	0

STEWARDSHIP REPORT

Through gifts of service as well as financial support, our members and friends have pledged to sustain the faithful mission and ministry of our congregation. The Stewardship committee is happy to report that we have received 34 pledges totaling \$113,019 (unfortunately down from last year's total of \$117,652, but up 4% on a per pledge basis from \$3,017 to \$3,136). This support will provide for the upkeep and maintenance of the church building, for all our ministries of thoughtful engagement and compassionate outreach, and for the support of our staff. As we head into 2023,

we are also grateful for all the pledges of time and talents that will continue to make our church a vital center of love and faith.

Submitted by Robin Albing for the Committee:
Holly Tabor-Hall, Gary Reed, and Robin

JUSTICE AND WITNESS REPORT

The Justice and Witness Committee (formerly New Horizons) continued to make donations on behalf of the church to local, national and international organizations this year. In addition to funding all budgeted organizations, monies were sent to Razom (a Ukrainian American charity), Afghanistan, Pakistan, and the Great Book Academy. In partnership with the Religious Education Committee and The First Congregational Church of Hopkinton, the committee worked tirelessly throughout the year to bring the Sacred Ally Quilt Ministry to our church in October. One of the quilt makers, Dr. Harriet Ward, preached on the final day of the exhibit and discussed the quilts with members of the congregation during Fellowship Hour. A generous anonymous donation afforded us the opportunity to rent the film that accompanied the quilts. The committee thanks all of the many congregants who generously donated their time and talent to this effort.



Other activities of the Justice and Witness Committee this year included:

- In partnership with the former Racial Justice Committee, helped organize a church field trip to Colby Sawyer to meet NH artist Richard Haynes
- Facilitated special collections (CWS kits, CWS tools and Blankets, Neighbors in Need, Christmas Fund)
- Informed the congregation about organizations such as Milk with Dignity, Kearsarge Neighborhood Partners, and the Turning Points Network
- Explored the possibility of donating books on tape to a library in Ghana.

Our proposed budget for 2023:

Charitable Giving -	7,200
KREM	800
Kairos	400
Wilmot Xmas Baskets	200
NH Conference Camp	1,000
Turning Points Network	800
Shilla/Uganda	600
CWS Kits	100
eSwatini	500
NH UCC Conf. Immigration	1,000

LGBTQ+ Asylum	500
Zimbabwe	500
Flex	800
Justice Ministries	1,500
UCC Basic Support (OCWM)	5,000
Merrimack Assoc Dues	1,200
Strengthen the Church	500
Total Request	\$ 15,400

The committee thanks the congregation for its support throughout the year! Because of your generous spirit, persons in need throughout the world have received some relief and assistance.

Submitted by Marty Hopkins, Roy Finney, Sherrie McKenna, Carlyse Evans and Marie MacDonald (Deacon rep).

CHURCH GROWTH AND OUTREACH

The first meeting of the Church Growth and Outreach committee took place via zoom on March 10, 2022. This is a new committee whose purpose is to determine how to attract new members, how to let the community know we are a progressive church who not only welcomes but affirms all. Our committee is meant to be an oversight committee whose purpose is to establish a plan in which activities to help achieve these goals are established and to oversee these activities.

The committee held a chicken barbecue dinner, a pulled pork bandstand meal and a yard sale. These activities netted \$6,866. It took the help of many church members to achieve this success. The committee did decide to cancel the yard sale for 2023 because there were too many activities in the summer at a time when many people were away and many of the labor-intensive activities fell to fewer people. Another activity will be held to replace the yard sale at another time of the year.



On December 17th, this committee organized and held a vaccine clinic for adults and children which was a success for a small church in a rural community. The committee has already reached out to Colby Sawyer's LGBTQ community to meet with them and let them know they are welcomed and affirmed in our community.

The committee is thankful for the guidance of Sara Marean and for all of you who assisted this committee in achieving its goals.

Respectively submitted,

Chair: Jane Norman, Kris-Tabor-Hall, Joyce Kellogg, Lucy Mueller, Sally Olsen

RELIGIOUS EDUCATION REPORT

Religious Education Committee (RE) is a newly named committee with five members. Prior to this change in our church By-Laws, our Director of Christian Education worked closely with Reverend Marean to develop a robust and meaningful curriculum for our church youth while Sara focused on adult education. With this new committee, we can provide greater support across generations and better align with our church mission and our deep commitment to being an open and affirming racial justice church. It is the intention of RE to continue to provide the following: engaging and progressive Sunday School, field trips to raise our consciousness, Bible study and other book readings that are relevant and challenging, an annual celebration of Juneteenth, and collaboration with other church committees and community organizations for the goal of expanding faith-based knowledge and action (experiential education, speakers, films, etc.).

Members: Nancy Allenby (Director Religious Education), Reverend Sara Marean, Bob Evans (3-year term), Kris Tabor-Hall (2-year term and Chair Elect), Bonita Betters-Reed (one year term, Chair 2022) Kris also served as our representative to the Church Growth and Outreach Committee; Bob will serve in this role next year.

Religious Education Programs

- Our first program in the spring was a Field Trip to: *Richard Haynes: Culture Keeper, Culture Maker Exhibit* at Colby-Sawyer College on May 3. Richard Haynes' profound presentation was inspirational and enlightening with an excellent turnout of about 25, including a few area residents.
- Sara led a Lenten Book Study using the book, *A Hidden Wholeness: A Journey Toward an Undivided Life* by Parker J. Palmer.
- RE supported the RJ Transition Team for the "Focus on Action Workshop" May 15, 2022 (after church) which was designed to help the church develop a Racial Justice Implementation Plan. The final plan contained action steps for each committee and the RE committee agreed to the following (*August 3, 2022*):
 - Continue rich and varied youth programming dedicated to inclusion and diversity.
 - Explore continued connection with Afro-American artist Richard Haynes and potential for display of art.
 - Celebrate Juneteenth annually.
 - Roll out official recognition of FCCW-UCC as a Racial Justice Church – coordinated with Growth & Outreach Committee summer 2022 (Done)
 - Partner with Justice & Witness Committee (J&W) for educational support of program goals. For example, developing an educational aspect for the film that accompanies the Sacred Ally Quilt Program (Done)
 - Continue connection with Black Heritage Trail for future programs.
 - Facilitate book reading and discussion program (Book Club).
- RE supported the Juneteenth service on Sunday June 19th with several initiatives: Sara lifted up our RJ Covenant and wonderfully wove a theme of racial justice throughout the service, Nancy shared the history of this historic celebration, Bonnie and Nancy worked on special community promotion that also announced our RJ status and the Red Buffet which the Deacons sponsored after the church service.



- RE sponsored a summer book discussion with the reading of Professional Troublemaker by Luvvie Ajayi Jones. Folks gathered at a dinner meeting at Bonnie and Gary's house on August 3rd.



Throughout the summer, Bob Evans was actively engaged in an Andover community program celebrating the Black Heritage Trail marker in Potter Place. The unveiling of the marker occurred on Sunday August 7 during the Andover Historic Society Old Time Fair. Bob was thanked for his extensive involvement with this remarkable accomplishment. RE Committee actively sought to include awareness of this event and similar community opportunities in the weekly church newsletter. Another Richard Potter event was on September 30th at Proctor Academy featuring a ventriloquist and the author of *Richard Potter: America's First Black Celebrity*, John Hodgson.

- In preparation for the fall, Sara consulted with RE for the choice of our church theme and scripture for this year from Matthew 5:14-16 "You are the light of the world. A city set on a hill cannot be hidden. ¹⁵Nor do people light a lamp and put it under a basket, but on a stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven."
- Then, starting in September, Sara and Donna Reade facilitated a year-long Bible Study: 'Confirmation Class for Adults' which met on the 4th Tuesday of the month. Group sessions focused on: God in Three Persons, The Bible, Christian History, UCC History, Polity, Theology, Worship, The Church in the World, and Other Faith Traditions. About 10 people participated in the fall/winter. Ralph English will take over in January facilitating a focus on the history and evolution of the UCC.
- RE supported the J & W Committee's sponsorship of The Sacred Ally Quilt Ministry Exhibit. This quilt exhibit is a powerful and moving project that 9 United Church of Christ churches in New Hampshire collaborated to create the summer of 2020 using the words of George Floyd. RE provided direct support for the educational film, Stitch, Breathe, Speak: The George Floyd Quilts that accompanied the exhibit. Nancy led a discussion after church on Oct. 23 and Sara led two zoom discussions.
- The 2022 year ended with the all-church interactive Pageant that "flipped the script," with the students narrating the story, and the adults acting out the parts. The RE committee gathered costumes, made character name tags, and organized the congregation into costumes the morning of Sunday December 11th. It was a different and meaningful experience to fully immerse ourselves in the Christmas story, rather than simply watching it! Kudos to Nancy for finding this script and directing us all. Rave reviews suggest a repeat performance.



Sunday School - Nancy Allenby, Director

The Sunday School began 2022 by finishing individual quilt projects designed in nature's colors, with guest artist Sally Olsen helping us sew our designs together. She graciously machine quilted each pillow or wall hanging so that the students had a beautiful project to take home.



The remainder of our winter/spring sessions each focused on what the Bible has to say about different character qualities. Eric Marean accompanied us on an uphill winter snowshoe hike to a lake-side lean-to in Proctor Academy's woodlands, as we gained a valuable perspective on our Bible topic of **PERSEVERANCE**.

We learned about **GIVING** as Marti Clark (very patiently!) taught us to crochet squares, which Marti then constructed into two gorgeous pillow/throws for Project Linus, which provides handmade blankets to children facing difficult life situations.

During Black History Month, we enjoyed *Breakfast and a Movie*. As we watched "*Hidden Figures*," we examined the **WILLPOWER** of three African American women who crossed all gender, racial and social lines through their work at NASA. Thinking about the **COURAGE** needed by some of the earliest proponents of abolition, racial justice, and civil rights we solved a *Racial Justice Escape Room* puzzle that celebrated the accomplishments of people of color.

In March, Eric joined us again as we discussed **PATIENCE** at a Maple Sugaring Party at the Allenby's sugar house. We also learned about the 40 days of Lent, and it's differing symbols and traditions and reflected on what it means to be a follower of Jesus as we made wood-and-string crosses. Thanks to Paul Currier for cutting our wood! On Palm Sunday, Jane Norman joined us for a Seder Meal, helping explain all the tastes and symbolism involved.



We talked about **HEALING AND FORGIVENESS** as we learned about CLiF, the Children's Literacy Foundation. CLiF offers a program for inmates in NH and VT which connects incarcerated parents and their children through stories and drama. We each chose our favorite children's book to share, and invited the congregation to join us, in total donating over 50 books to CLiF. Children's Sunday finished off our Sunday School year as the students shared the year's activities and received notice of a donation made in each of their names according to their passions and interests.





In September, we kicked off a new school year with a session about **COURAGEOUS LISTENING**, practicing communicating with those whose viewpoints are different than ours. To begin a session on **GROWING FOOD, GROWING COMMUNITY**, students gleaned apples at Dick Dutton’s house. Some of the apples went to a food pantry, and the congregation made apple cider after worship. We followed that with learning about food security challenges, community gardens, food pantries and other emergency food sources which all help ensure that everyone has “enough.” We each played a round of an online game called “Spent,” which illuminated some of the difficult choices of low-income living.

In October and November, we shared our thoughts on being against racism vs. being anti-racism and watched the 15-minute film that went with the **SACRED ALLY QUILTS**. We celebrated **INDIGENOUS PEOPLE’S DAY** by discussing native language and identity, and perspective on owning land and caring for the earth. Michiko Yamaguchi led an **ALL-SAINTS DAY** class on honoring our spiritual heritage, teaching us about the varied ways people around the world connect to the wisdom of their ancestors. A rainy gratitude hike on the Bunker Loop included a baggie of M&M’s for each of us, setting a timer to stop every five minutes to eat a candy as we named the many things, people, places, and experiences for which we are thankful. We extended our **GRATITUDE** theme as we made M&M Thanksgiving table favors for the congregation to take home, accompanied by a ‘Time with the Adults’ on the benefits of gratitude.



For the 2022 Christmas holiday season, the students participated in the readings for the **HANGING OF THE GREENS**, as well as our Interactive **CHRISTMAS PAGEANT**, with the adults dressing as the nativity characters while we told the story.



RACIAL JUSTICE STEERING COMMITTEE AND RACIAL JUSTICE TRANSITION TEAM REPORTS

FCCW Racial Justice Covenant

*...and what does the Lord require of you but to do justice, to love kindness, and to walk humbly
with your God? (Micah 6:8)*

All humankind is created in God's image, and each of us is a beloved child of God. The presence of inequality and racism embedded in our systems harms God's creation. As followers of Jesus, we are called to confront and heal the racial injustices that separate humanity from God's will and God's kingdom.

We, the First Congregational Church of Wilmot, UCC commit to: walking humbly in a continuous journey of learning about past and present racism and inequality; challenging race-based injustice to change cycles of oppression; becoming allies with Black, Indigenous and all People of Color; and reaching out to collaborate with local and distant community partners.

We covenant to allow our deep sorrow about the evil of racism to sustain our passion to work toward justice and equality for all God's people. (Passed unanimously on May 5, 2021)

The Racial Justice Steering Committee: Following the passage of our Racial Justice Covenant on December 5, 2021, the work of the Racial Justice Steering Committee was almost, but not quite done. There was still the daunting process of submitting a report to the NHCUCC Mission Group for their consideration and designation as a Racial Justice Church with the NHCUCC. The process of creating this submission included re-administering the Diversity Survey to report learning and change within our congregation as a result of our RJ journey; summarizing our two-year experiential program as Learners, Interrupters and Allies; answering several questions posed by the Mission Group of the NHCUCC Mission Group and providing our calendar of events throughout this time period. By the end of February 2022, this compilation was complete and the FCCW *Racial Justice Report: Declaration and Covenant for the NHCUCC Racial Justice Mission Group* was submitted to the NHCUCC Mission Group. This submission marked the conclusion of the work of the Ad hoc Racial Justice Steering Committee: Nancy Allenby, Paul Carrier, Sara Marean, and Bonita Betters-Reed (Chair). The RJSC recognizes Donna Reade who actively served as a committee member in the thick of Covid-19 and Eunice Jadlocki whose creative design supported us throughout our journey.

RJ Transition Team: Starting in early March 2022, an ad hoc Racial Justice Transition Team consisting of Bonita Betters-Reed (Chair) Marty Hopkins (Chair of Justice and Witness Committee, Bob Evans (Clerk & member of Religious Education), and Rev. Sara Marean facilitated a planning process to help the church integrate and enact our Racial Justice Covenant. This process started with gathering broad representation of church committees and perspectives to ascertain priorities for an action plan. To this end, Bob Evans and Bonita Betters-Reed led a workshop on May 15 that provided concrete ideas and information for each Church Council committee to consider as their part of a 1- to 3-year plan. After vetting a draft with the Church Council and various committees, the final RJ Implementation Plan was unanimously accepted by the FCCW-UCC Council August 3, 2022. It and the work of the Racial Justice Steering Committee can be found on the church website under the Justice and Witness tab: <https://wilmotucc.org/>.

While moving toward the Racial Justice Implementation Plan, the transition team consulted with the FCC of Hopkinton and met with them to learn about the Sacred Ally Quilt Program. The team also worked closely with Religious Education, particularly Nancy Allenby, and the Deacons to support our first celebration of Juneteenth that was rigorously promoted for community awareness of our Racial Justice status. The team likewise supported RE's field trip to Richard Haynes Exhibit at Colby-Sawyer College – *Culture Keeper, Culture Maker*. The team also worked closely with Joyce Kellogg from Church Growth and Outreach Committee and Kim Swick Slover, Wilmot resident

and professional writer, to get articles about our racial justice process and designation in two local newspapers: The Andover Beacon and The InterTown Record (New London and region).

Recognition and Designation: While the Transition Team continued their work to implement our Racial Justice Covenant, Reverend Sara Marean received notification that on April 13, 2022, the Racial Justice Mission Group of the New Hampshire Conference of the United Church of Christ voted “enthusiastically and unanimously to designate the First Congregational Church of Wilmot as Racial Justice Church”. Additionally, on June 2 the church received a congratulatory letter from the Board of Directors of the New Hampshire Conference of the United Church of Christ, further acknowledging our Racial Justice status and that the FCCW-UCC is “among the very first churches in New Hampshire to take your journey to this stage”.

FINANCE COMMITTEE REPORT

The Finance Committee is a new committee effective 2/1/2022. Its membership consisted of the Committee Chair, Treasurer, Asst. Treasurer, and Collector.

The committee is responsible for the financial management of the church, including investments, expenses, and disbursements as well as assuring that the books be audited on a regular basis. At the start of the year the members were; Paul Fenton Jr., Committee Chair, Amber Gove, Treasurer, Carlyse Evans, Asst. Treasurer and Carol Foss, Collector. By midyear Carlyse Evans resigned as Asst. Treasurer and at the end of September Amber Gove resigned as Treasurer. Both resignations were for personal work load situations. The Chair took over the responsibilities of Treasurer until a new Treasurer could be elected at our Annual Meeting in January 2023. At the same time we hired a private contractor, Eunice Jadlocki, as our bookkeeper effective October 1, 2022.

As a result of these circumstances we have decided to modify the By Laws eliminating the Asst. Treasurer position and changing the Treasurers job description. This will result in the Committee consisting of three members instead of four. In addition to our assigned duties we are studying different ideas from other churches and conferences in an effort to develop a Finance Committee Handbook to serve as a committee guide as we move forward. We expect that this will take some time and will more than likely not be completed until some time later this year.

Submitted by Paul Fenton, Jr., Chair

PROPOSED CHANGES TO OUR BY-LAWS

Deleted language has been crossed out and new language is highlighted.

V. *Other Elected Positions*

Treasurer: The Treasurer shall be a member of the church, elected for a 3-year term with a second term allowed ~~The Treasurer is responsible for overseeing the proper receipt, accounting and disbursement of church funds within policies established by the church for adequate financial control. The Treasurer has~~ with the following responsibilities:

- ~~• Keep accurate records in appropriate financial journals of all monies received and disbursed.~~
- ~~• Reconcile monthly bank statements and correct ledgers as needed.~~
- ~~• Make regular (usually monthly) and annual reports to the church, and to the church's Finance Committee.—~~
- ~~• Keep church staff and appropriate committees informed of any trends or changes in fiscal matters.~~

- ~~Submit accurate financial records for annual audit according to church policy.~~
- ~~Train an Assistant Treasurer selected by the church.~~
- Write checks as needed
- Work closely with Finance Committee and the bookkeeper.

~~Assistant Treasurer:~~ The Assistant Treasurer shall be a member of the church, elected for a 3-year term with a second term allowed. The Assistant Treasurer shall

- ~~work in conjunction with the Treasurer~~
- ~~act as the investment liaison, communicating regularly with the church's financial advisors, reviewing statements, and recommending any investment changes or updates to the Finance Committee.~~

VII. *Committees*

Finance Committee: This Committee shall consist of a church member who will act as Chairperson and will serve a 3-year term, and the following church members who will each serve a 1-year term: The Treasurer, ~~Assistant Treasurer~~, and Collector. Duties shall include:

- ~~Responsibility for overseeing the financial management of the church, including investments, income, expenses, and disbursements.~~
- ~~Overseeing the work of the Treasurer and Collector, developing a close working relationship with both.~~
- ~~Responsibility for insuring that the books be audited by an independent auditor on a regular basis, i.e., every year or two years.~~
- Be responsible for overseeing the proper receipt, accounting and disbursement of church funds within policies established by the church for adequate financial control.
- Overseeing the work of the Treasurer, Collector, and Bookkeeper developing a close working relationship with all.
- Make regular (usually monthly) and annual reports to the church
- Keep church staff and appropriate committees informed of any trends or changes in fiscal matters.
- Submit accurate financial records for annual audit according to church policy.
- Be responsible for insuring that the books be audited by an independent auditor on a regular basis, i.e., every year or two years.

MISSION STATEMENT REVISION COMMITTEE

Proposed language for the “Value” segment of the Mission, Vision and Values Team is as follows:

*As disciples of the living God and followers of our teacher Jesus, with sustenance from the Holy Spirit, we are:
Striving to help each person on their unique spiritual journey, grounding ourselves in prayer and the Spirit,
Living our faith through compassionate caring and deep love,
Reaching out to create a more just and equal world,
Embracing our differences to become a church which affirms each person as a child of God.*

NOMINATING COMMITTEE SLATE OF OFFICERS/COMMITTEE MEMBERS

Note: Bold, Larger Font indicates the new nominees to be voted on.

Others listed are continuing to serve. Submitted by Jane Norman, Nominating chair.

Moderator - 3 yr. term	Charlie Foss (25)**
Clerk - 3 yr. term	Bob Evans (25)**
Treasurer - 3 yr. term	John Heiden (26)**
Collector - 3 yr. term	Carol Foss (25)
Deacons - 3 yr. terms	Paul Wentworth, (24) Jane Norman (24) filling unexpired term Michiko Yamaguchi (24) Lucy Mueller (25) Marie MacDonald (25) Beth Balford (26)
Trustees - 3 yr. term	Vacant – one-year term (24) Bill Clark (25) Doug MacDonald (26)
Finance - 3 yr. term	Chair - Paul Fenton (25) Treasurer 1 yr. term Collector- 1 yr. term
Church Growth & Outreach - 3 yr. term	Joyce Kellogg (24) Sally Olsen (25) Therese Uboldi (26) Deacon Rep- 1 yr term Christian Ed. Rep.- 1 yr term
Justice and Witness - 3 yr. term	Bonnie Betters-Reed (24) Marty Hopkins (25) Carlyse Evans (26) Deacon rep
Religious Education - 3 yr. term	Nancy Allenby – Sunday School Dir. Kris Tabor-Hall (24) Bob Evans (25) Charlie Kellogg – 3 yr. term
Music - 3 yr. term	Ralph English- Music Director Janet Howe (24)

	Paul Currier (25) Margaret Campbell (26)
Stewardship- 3 yr. term	Holly Tabor-Hall (24) Gary Reed (25) Susan Bruce (26)
Nominating – 3 yr. term	Carol Foss (24) Robin Walkup (25) Carol MacDonald (26)
Pastoral Relations	Janet Howe (24) Jane Norman (25) Charlie Foss (26)
Budget Comm.	Treasurer - John Heiden Trustee Deacon Finance Stewardship Religious Education Music Church Growth & Outreach Justice and Witness
Delegates- 3 yr. term	Kris Tabor-Hall (25) Holly Tabor-Hall (25) Zeph Marean (25)
Representatives – 1 yr. term	KREM- Ralph English Food Pantry- Carol Foss

**THANK-YOU TO THOSE LEAVING POSITIONS AND “BIG SHOES TO
FILL” AWARD**

ANY OTHER BUSINESS

PRAYER OF DISMISSAL AND ADJOURNMENT

ADDENDUM

SAFE SPACES POLICY

First Congregational Church of Wilmot (FCCW) is committed to creating a safe and healthy environment in which people of all ages can learn about and experience God's love. FCCW has approved and implemented the following Policy to help ensure the safety and protection of our children, adults and visitors.

Church leadership shall encourage all persons participating in the life of the church to know and practice our Safe Spaces Policy.

Persons 18 years of age and older (adults) who are leading programs for our children and youth will participate in a safe church training at least every two years. They will be certified through a New Hampshire criminal background check. Background checks shall be reviewed by the Moderator and Vice-Moderator. The background checks shall remain confidential and stored in a secure location. The church will pay for background checks.

No known sex offenders will be engaged by FCCW to work with children.

Two trained and certified adults will be present in groups of youth and children whenever possible during church school. Two trained and certified adults will be present at all times during an offsite event.

All volunteers who work with children or youth will be a member or friend of FCCW, known by church leaders, and will have been involved in other church activities.

"Drop in" visits will be encouraged by parents, pastor and church leaders to Christian Education classes and youth events.

Parents or guardians are responsible for picking up their child(ren). Leaders and participants in church activities will not drive children home without prior arrangement and written parental consent. Leaders may not release a child to a person other than the known parent or guardian without prior written notice from the parent or guardian. These written consents shall be kept on file in the church office.

No adult shall make any individual communication to any child through texting, email, or social media without also copying such communications to the child's parent or guardian.

Adults involved in the life of the church will be aware of potential unsafe situations in which children and youth may be engaged and will encourage young people to avoid unsafe behaviors.

Programs for children and youth shall consistently promote values of respect, welcome to all, and safe behaviors.

Children and youth involved in the church's programs and ministries shall be encouraged to be respectful of property and persons, and to behave in ways which are safe for themselves and for others.

Complaints or allegations of inappropriate behavior or abuse by anyone towards a child shall be referred to the Division of Children, Youth and Families (DCYF).

Complaints or allegations of inappropriate behavior by children or youth shall be discussed with the child or youth and their parent, guardian, or other appropriate adult.

Complaints or allegations of inappropriate behavior or abuse by anyone towards an adult shall be brought to the Moderator and referred to the appropriate authority.

In all cases, an Incident Report will be filed in a secure location in the church.

This policy will be posted in visible locations in the church and published annually in the church's Annual Report.

Adopted at Parish Committee meeting of Nov. 20, 2016

Approved by congregation at Annual Meeting of January 28, 2018

Reviewed _____

