

Rangeley Congregational Church, UCC

United Church of Christ

Annual Meeting Agenda and Index of Reports

July 14, 2019*

CALL TO ORDER	Rick Baker, Moderator	
OPENING PRAYER	Pastor Annette Mott	
MINUTES of the 2018 ANNUAL MEETING	Linda Caspar, Clerk	page 1
YEAR END REPORTS		
Interim Minister's Report	Pastor Annette Mott	page 4
Church Council	Rick Baker, Chair	page 6
Board of Deacons	Scott Hatfield, Chair	page 8
Congregational Event Planning Team	Pastor Annette Mott/ Derek Wendelken	page 11
Prospectus/Profile Committee	Paula Hatfield	page 14
Board of Christian Education	Corrine Sorenson/Donna Wilcox	page 16
Board of Missions	Dave Walker, Chair	page 17
Prayer Shawl Ministry	Evelyn Franson/Diane VanAmburg	page 19
Scholarship Committee	Mary Richards, Chair	page 20
Board of Women's Fellowship	Nancy Zambraski, Co-Chair	page 21
Minister of Music	Sue Downes-Borko	page 24
Board of House and Grounds	Diane VanAmburg, Chair	page 26
Board of Finance:		
Finance	Paula Hatfield, Chair	page 27
Stewardship Statistics	Millie Hoekstra, Chair	page 29
Investment Committee	Kit Caspar, Chair	page 29
Audit Committee	Don Miller/Dick Moore, Auditors	page 31
Budget Commentary	Paula Hatfield, Treasurer	page 32
Budget	Paula Hatfield, Treasurer	page 34
OLD BUSINESS		
NEW BUSINESS		
Approval of Updated and General Revisions of Bylaws		
Approval of 2019-2020 Budget		
Election of Officers and Committees	Nominating Committee	page 37
ADJOURN		

***UPDATED with stewardship and budget actuals as of the end of Fiscal Year 2018/2019**

MINUTES OF RANGELEY CONGREGATIONAL CHURCH ANNUAL MEETING

JULY 8, 2018

Kathy Brittain, Moderator, opened the meeting at 11:03AM.

Pastor Annette offered an opening prayer.

The report was dedicated to our Sexton, Diane VanAmburg. Kit read aloud the dedication published in the Annual Report. Diane stated that she is humbled and honored but that she liked it! A framed photo taken by Ray Franson of Diane was presented to her. Many thanks to Ray.

29 members were present to vote.

Minutes of last year's meeting—It was moved by Linda Wendelken and seconded by Dick Moore to accept the minutes as written. So voted unanimously.

Kathy reflected on her study of how to run Annual Meetings and all she came to was trust in God and consider how those before her went about the task.

REPORTS

Kathy informed all of the work of each of the committees of the Church and then listed the members who had served this past year who were asked to stand and receive applause for their work and service.

Minister—thanks were expressed to Pastor Annette for helping us with the healing needed and guiding us as we move forward. Pastor Annette explained that the Event Planning Committee determined we need more time after our difficulties to heal and talk together before scheduling any events. Annette will continue to connect and talk with people individually.

Council—Members this year: Paula Hatfield, Linda Wendelken, Linda Caspar, Rick Baker, Marge Miller, Kit Caspar, Scott Hatfield, Dave Walker, Nancy Zambraski, Diane VanAmburg and past member Bess Cooke. Kit noted that Kathy did not mention herself and wanted to recognize her and offer kudos for her leadership.

Deacons— Chairperson Scott Hatfield and members Fred Dubay, Linda Jones, Marge Miller, Lucy Simonds, Nancy Zambraski and past members Bess Cooke and Joey Morton.

Christian Education—Donna Wilcox and Corinne Sorenson and appreciation for past members Bess Cooke, Jane Donovan, Sheryl Morton and Susan Tourtillotte.

Mission—Chairperson Dave Walker and members Marcia Baker, Claire Chase, Diane VanAmburg and Thelma Thomas. Kathy noted the \$1850 raised and donated to others.

Prayer Shawl Ministry—Evelyn Franson and Diane VanAmburg plus a dedicated group of persons who knit, crochet and weave. Martha Bicknell sent a message that the Report should read 13 years instead of 14. Over 1550 shawls were made over those 13 years. As Evelyn states, "each shawl translates into its special mission only when given and received."

Scholarship Committee—Chairperson, Mary Richards and members Carol Ellinwood, Marge Miller, Joann Bean, and Cheryl Curris.

Women's Fellowship—24 years and still growing. Thanks to Co-Chairs-Nancy Zambraski, Paula Hatfield, Linda Caspar and Kathy Brittain AND every woman who joins us on this mission.

Minister of Music—Huge thanks to Barbara Dailey who graciously took over for two months after Sue headed to Alaska for a year. Then Derek Wendelken agreed to provide the leadership we needed. A variety of talent stepped forward to help: Kit Caspar, Carol Ellinwood, Jeff Ellinwood, Al Heinzman, Les Hoekstra, Zenna Inness, Emma Jacot-Descombes, Anna Mather, Don Miller, Dick Moore, Erin Smith, Dave Walker, Tim Wallace, Linda Wendelken and Judy Wicken.

Building and Grounds—Chairperson and Sexton, Diane VanAmburg and members Dick Moore, Rick Baker, Derek Wendelken, and Kirby Holcombe.

Stewardship Report—Chairperson, Millie Hoekstra and members Cyndy Egan and Evelyn Franson.

Board of Finance/Investment Committee—Chairperson Linda Wendelken and members Paula Hatfield, Kit Caspar, Linda Caspar and Millie Hoekstra. Thanks also to Russ Richards and Kirby Holcombe who also served in the past year.

Audit—Dick Moore and Don Miller.

It was moved by Linda W and seconded by Kit to accept the reports. A correction to the Christian Ed report was that Emmarae attended Pilgrim Lodge this year so we did have a youth attend. Also it was pointed out that Anna Mather should have been listed with the Christian Ed Committee. Kathy pointed out that that had just happened, but so noted. The amended reports were unanimously voted.

Treasurer—Paula presented the budget. She switched jobs with Linda Wendelken and referenced the *Addendum to the Annual Report*.

Due to \$30,000 in one-time gifts to the Church and careful attention to expenditures, we ended up with a \$34,834 surplus. This fiscal year of 2018-2019 we have a deficit budget of \$23,764.

Lucy asked where the money raised for the roof was listed. Paula referred us to line 400.541. Contributions totaled \$3700 more than was needed for the roof so the surplus funds are in a restricted fund designated as a building account and will not be spent on other expenditures.

Paula noted the Music Minister line in the budget as less than a year's salary because Sue will not return until October to resume her position.

The Benevolences in last year's budget have been met and distributed in accordance with the vote at last year's meeting which designated that they be distributed if we ended the year with a surplus budget.

Zenna had a question as to why there was a 0 for Church oil. Paula explained that the oil heater is failing and we will be switching to a gas heater. So those monies are listed under the gas expenditure line.

Dick Moore moved to accept the proposed budget, seconded by Zenna and unanimously voted yes.

Kit commented that we all have no idea of the work done by Linda Wendelken and Paula to present this final budget. They had to change the way the computer program works and do updates that had not been done in 4 years. So we owe them a huge thanks for all their donated time and expertise.

Slate of Officers

It was moved by Gerry Adams and seconded by Nancy Z to accept the slate as presented and unanimously voted.

Living Water Association Delegates—It was noted to correct the name of the Association from Franklin Association to Living Water Association. Becky Walker and Dave Walker volunteered to be our delegates. It was moved by Kit and seconded by Linda W to appoint Becky and Dave as our delegates and unanimously voted in!

Becky explained that there are now 18 churches in the Association and a lot of work is spent on how churches are surviving and there is great support for small churches. There are meetings in the Fall and Spring and then the Maine Conference Meeting.

Maine Conference Delegates—Lucy Simonds and Becky Walker volunteered. It was moved by Kit and seconded by Dick Moore that they be our delegates and unanimously voted in. Zenna made it clear that the Conference is open to all members but Scott noted you do need to register and there is a small fee. Annette informed that it will be in Saco the end of October and the theme is around Storytelling and Spirit Stories.

Lucy spoke and thanked Pastor Annette for her gentleness and grace-filled way in her sermons to lead us to healing, reconciliation and forgiveness.

It was moved by Lucy and seconded by Dick Moore to adjourn the meeting at 11:50AM and so voted unanimously. Pastor Annette ended with a closing prayer.

Respectfully submitted,
Linda Caspar
Clerk

INTERIM MINISTER REPORT – JUNE 2018-MAY 2019

It has been a very busy and fruitful year for Rangeley Congregational Church UCC.

We devoted the summer of 2018 to the process of healing and therefore proceeded at a deliberately slow pace to allow time for rebuilding relationships and trust through being together in worship, fellowship, and service, and through simply enjoying each other's company. I, for my part, met with and listened to members and friends of the congregation with respect to their feelings and perspectives about the recent crisis over pastoral leadership, their continuing questions and concerns, and their thoughts about what was needed for the congregation to move forward in a positive way.

But starting in the fall of 2018, through the Church Council and its leadership teams, the congregation went full speed ahead!

The Council appointed a task force, the Congregational Event Planning Team, charged with planning and executing one or more congregation-wide events that would help RCC explore questions about its identity, mission, and future ministry. The work of this task force engaged a considerable portion of my time and energies during this past year, and I encourage you to read their annual report in full, which includes a description of the three congregational events held in October 2018, January 2019, and March 2019. Summaries of the results from each of the three events are still available at your request.

At the same time the CEPT was doing its mighty work, lots of other work was going on:

- Church Council, in concert with the church committees, updated the Five-Year Plan
- Church Council, in concert with the church committees, updated the Church Bylaws, to be voted on at our 2019 Annual Meeting
- Church Council reactivated the PSP (Parish/Staff/Parish Committee)
- Paula Hatfield and the Finance Committee overhauled the accounting system
- The Deacons and Church Clerk updated the membership lists, including categories and policies
- Council appointed the Profile Committee to develop the congregational Profile and Prospectus—work which through very intensive effort they have already completed!
- Council has appointed the Search Team, which will soon begin its work

I think we are all exhausted from these many labors, but the end result is that the church has accomplished a lot of important work that was necessary to have its house in good order and its vision clear as it begins the search for a new settled pastor. Thanks to all of you able leaders of RCC who have put forth so much time, talent, and energy!

During the past year I have met regularly with the Church Council, the Deacons, the Finance Committee, and the Christian Education Committee, in order to learn from and support their work. Mission Committee has kept me informed and included me via e-mail.

I have worked to support both of our Members in Discernment, Becky Walker and Scott Hatfield, meeting with them and with their Discernment Teams, and working with them to fulfill the requirements of the Living Water Association Church & Ministry Committee. What an impressive congregation you are to have in your midst and to support two such gifted and called individuals as they pursue the path to ordained ministry.

I have offered two adult studies following worship during the past year:

- “The Power of Forgiveness” during the summer of 2018, as part of the congregation’s healing process
- “The Commandments: for a Blessed Life” February-April 2019

We were all thrilled when our Minister of Music, Sue Downes-Borko, returned to us in December, and we look forward to her return this coming October, now that she has departed for Alaska again. But Derek Wendelken and his splendid music team do a great job for us when Sue can’t be here. Thank you, Derek and Scott and Dave and Kit and Jeff, and all you others who have helped at some point.

We were sorry to lose Ethna Thompson as our church secretary in February, but Linda Wendelken and Kathy Brittain have been keeping us going in fine fettle until a replacement can be hired. What a generous gift to this congregation, Linda and Kathy! Thank you.

Funerals and Memorial Services:

I performed a graveside service last June for RCC member Marilyn Lee.

I was away on vacation when John Bicknell’s service was held here last December, but the Deacons and whole congregation, along with former pastor Cathie Wallace, provided a wonderful memorial service and fellowship time for Martha and the rest of John’s family and friends.

Living Water Association:

I attended the fall and spring meetings of our Association, as well as the installations of two pastors at their churches.

Rangeley Ecumenical Activities:

I participated in the Rangeley Baccalaureate service last June, and in the special ecumenical worship service held last November to observe the Centennial of Armistice Day.

Respectfully Submitted,
Pastor Annette

CHURCH COUNCIL

“Oh no...not another committee!” I now think folks duck and run to the next isle if they see me approaching them at the IGA! This has been an amazing year. I say that because of the unbelievable amount of work that has been done by many members of our congregation. Our committees are strong and contributing not just to our church but also to our community. Tasks accomplished have been re-organizing the Accounting/Records for the church (Treasurer), revisiting the Five Year Plan (Boards and Committees), updating the Bylaws (Individual RCC Boards and Committees and many members of RCC), writing a new RCC Profile (Paula, Mary, Millie, Zenna, and the Fransons), producing updated job descriptions for secretary and minister (Nancy, Linda C, Rick), installing video communication equipment in the East Room for meetings and interviews (Scott). Each of these tasks has required many hours, some a lot more than others (especially the Accounting/Record systems, Profile and Bylaws). Each task has needed members to step up to the responsibility, which they have done. I have done some Council and Bylaw reviews at coffee hour and we have been posting the Council Minutes and Five Year Plan in the East Room for the Congregation to read.

Pastor Annette has been involved and guiding us all the way. Her attending crucial meetings and expression of thoughtful words of guidance cannot be underestimated.

I asked the Congregational Event Planning Committee to do a report, as they invested a lot of time and energy and were so influential in helping RCC move forward this past year. They deserve our sincere thanks. Please see their report.

In the midst of all of this our church secretary took a full time position, having to leave us. Linda Wendelken and Kathy Brittain stepped up to fill the void (until that position can be filled). I cannot thank them enough.

So as we move into our new year we launch into the Search for a Settled Pastor. It was quite a process to get us to this point, but we are here because of a lot of hard work by those involved committees. Those tasked with Search are Derek, Zenna, Kirby, Lucy, Les, and Sandy. They each bring many talents, experience, and long involvement in our church and really represent our diverse congregation. We need to keep them in our prayers.

And finally I can say it has been an honor and pleasure for me to serve as your Council President (to be called “Moderator” in the future) over this past year. The cooperation of all who were approached to help out with all the work and guidance from Pastor Annette made my position so much easier. Thank you.

Please keep our entire Congregation and Church in your thoughts and prayers as we move on this journey together.

Rick Baker, Council President/Moderator

Council Members

Treasurer: Paula Hatfield

Clerk: Linda Caspar

Members at Large: Rick Baker, Lourrie Chandler, Kit Caspar and Marge Miller

Building and Grounds and Sexton: Diane Van Amburg

Christian Ed: Corinne Sorenson

Deacons: Scott Hatfield

Finance: Millie Hoekstra

Mission: Dave Walker / Marcia Baker

Women's Fellowship: Nancy Zambraski

Minister of Music: Sue Downes-Borko,

BOARD OF DEACONS

As we write this annual report in late May, it is astonishing to look back at the activity of the last year. As a congregation we have put in a lot of hard work – talking, sharing, and prioritizing. This was a year when it made sense to work more as a unified congregation, and so while not strictly within our purview, the Deacons spent time both collectively and individually contributing to the various efforts. We whole-heartedly endorsed and supported efforts such as:

- Planning and executing three Congregational Events. These provided both an opportunity to fellowship together while discussing our visions, learnings, and priorities for the future.
- We conducted a number of pot-luck dinners strictly for the pleasure of spending time with each other. One of these was executed by the Deacons and another by Men's Fellowship.
- We revised our By-laws. These have been modernized and clarified to help us operate in line with our aspiration to be a transparent, caring, effective ministry.
- We prepared a church profile and prospectus to communicate who we are, how we view our role in our community, and how we seek to serve God through our gifts and service. These documents are an accurate representation of our collective inputs and could not have been created without the diligent, creative efforts of so many people.

The time and effort that we have put into listening, learning, and working with each other has been precious. It better represents who we want to be as a church and our commitments to diverse viewpoints, respect, and welcoming all. There is a lot of work still to be done in our church, as in our wider community, but we are better prepared to tackle it today than we were even a year ago.

Your Deacons for the 2018-19 year have been: Fred Dubay, Evelyn Franson, Scott Hatfield, Linda Jones, Marge Miller, Lucy Simonds, and Nancy Zambraski. Both Nancy and Marge have completed their three-year terms and will be stepping down as Deacons. We have two very good candidates to step into their shoes. We are pleased to continue to operate at full strength.

The Deacons want to express their appreciation to all those who filled the pulpit at various times. Our need has been limited to Rev. Annette's planned vacation times. Special thanks to Rev. Dick Waddell, Rev. Blaine-Wallace, Rev. Bob Ross, as well our congregation's two Members-in Discernment, Becky Walker and Scott Hatfield.

We want to thank Rev. Mott for her partnership as our Interim Minister this past year. She routinely attends all Deacons' Meetings and we appreciate the open-hearted rapport as we

plan worship, consider individuals in need, and go about our other business. She brings wisdom and kindness to her role. We have learned that whenever she says, "I really think...", we should stop and listen to her advice.

A few Highlights from the year:

A year ago, we were not sure how our music program would deal with Sue Downes-Borko's absence. We were delighted to have her back with us again for a good stretch of the winter. While we will miss her while she and Vic once again spend time in Alaska, we are much better prepared this time around. Derek does an admirable job with his guitar. We augment with recordings from the New Century Hymnal. We even sprinkle in some guest musicians whether piano, vocal, accordion, or even trombone! The music in our church has always been vibrant and special. May it always continue to be so. We look forward to Sue's return this fall, knowing that so many will step forward and lead hymns, offer their talents, or at least sing with conviction.

It is with great regret that we remember the passing of our beloved friend, John Bicknell. Our congregation came together, as we always do, to celebrate his life with Martha, family, and friends. It was a blessing to have Rev. Wallace back with us to facilitate a moving memorial service that evoked John's spirit so well.

We enjoyed our traditional Christmas services. We had a good turnout for tree decorating, including a number of children from Little Mountain School. Thanks to all who made our Candlelight service so beautiful again this year.

Our Holy Week services were both spiritual and special. Rev. Mott brought great grace to our Maundy Thursday Tenebrae service where Lucy did a beautiful job of draping our cross. On Easter Sunday our sanctuary was filled with beautiful flowers and our celebration of the cross.

We have continued to support Becky Walker as a Member-in-Discernment. Last fall, Scott Hatfield formally joined her as a MID. Our little church has the only two MID's in the 18-church Living Water Association and are two of only about 25 state-wide. Both Scott and Becky are nearing the end of the certificate program at the Maine School of Ministry. They will begin to tackle some of the other steps on the discernment journey including plans to serve as student chaplains in Clinical Pastoral Education programs at Maine Med. They both helped out another church in our association by providing four weeks of pulpit supply. Our church continues to have a role in their respective journeys by providing each of them with Discernment Teams made up of church members. Those teams provide much-needed support, encouragement, feedback, prayer, and much more.

The Deacon Relief Fund was able to assist a number of families and individuals in a variety of ways over the past year including heating assistance, transportation needs, etc. This fund is focused on helping those with exceptional needs or during a time of crisis. Your Deacons spent time this year to streamline our procedures to ensure prompt responses and careful purchasing. Donations are welcomed throughout the year, with an informal solicitation at the start of heating season. If you can help, please just annotate a check with 'DRF' and drop it in the offering plate. And keep your eyes out. If you know of someone in our community who you think needs some care, please bring it to the attention of any Deacon. Remember that these requests are confidential and only require the working of two Deacons -- so discretion and privacy can be maintained for those needing assistance.

The Deacons are responsible for maintaining membership lists for our church. This year, in collaboration with the By-laws exercise, we clarified our membership categories, reviewed our lists, and worked to align our communications with our various lists. We would remind you that our "Friend of the Church" category is available to anyone who wants to hear about or participate in the life of the church. If you know someone who would like to be added to that list, you are encouraged to get their name to any Deacon.

The Board of Deacons innovated with some technology this past year. We really wanted to allow more people to serve on various boards and thereby broaden participation. Fred and Nancy have been willing guinea pigs. We utilized both videoconferencing and audio conferencing to allow those who either snowbird or travel to remain involved. While gathering together will always be the ideal, this approach has proven quite workable. Even if you're away, please consider how you can support the efforts of one of our church boards. Training is available to anyone who would like to utilize this resource.

Respectfully submitted,
Scott Hatfield, Chair of Deacons

CONGREGATIONAL EVENT PLANNING TEAM

When our six-member task force (Cheryl Curris, Kirby Holcombe, Cyndy Egan, Derek Wendelken, Scott Hatfield, and Pastor Annette) was recruited by the Church Council in May of 2018, we were charged with planning and executing one or more congregation-wide events that would help us explore questions about our church's identity, mission, and future ministry. Originally the first event was to be held in the summer of 2018, but Pastor Annette recommended we wait until the fall, in order to give the congregation some recovery time from its recent trauma, and also to allow her time to first meet with and listen to RCC's members and friends on a one-to-one basis—to hear their experiences, perspectives, and hopes for the congregation.

The Congregational Event Planning Team (CEPT) task force met several times during the summer of 2018 to determine an event format to be used that would encourage good participation and respectful conversation. We also developed the set of questions to be used at the first congregational event, which was held following worship on October 21, 2018. We had decided to employ a "World Café" format, which involves gathering around tables in small groups of four or five to address the questions for the day. We began with a lunch provided by the Women's Fellowship, and then the table groups addressed three questions in turn:

- 1) *Why do you attend church?*
- 2) *Who are we as a church?*
- 3) *What have we learned about ourselves that helps us to create a better future?*

After each round of discussion, the group as a whole processed what the tables reported back about their conversations.

30 adults took part in the October 21 event, plus there were 11 responses to the follow-up survey that had been emailed out to RCC members and friends not present on the 21st. Common concerns identified by many of the participants were the need for better and kinder communication at all levels, as well as recognition of and respect for the diversity of backgrounds and perspectives present in the congregation.

When the CEPT met following the October 21 event to evaluate it and to determine next steps to recommend to the Church Council, we asked Council President Rick Baker to meet with us. Concerns about governance had also emerged at the October event, and we were unsure how these concerns should be best addressed. Rick informed us that in addition to Church Council updating the Bylaws (work which was already beginning), Rick would be starting to offer periodic informational sessions about the Council and its work following

worship. We felt these two initiatives on the part of Rick and the Council would go a long way towards addressing governance concerns.

CEPT recommended to Council, and Council agreed, that it conduct two more all-congregation events:

One to be held on January 27, 2019 would follow up on the concerns identified at the October event via two questions for table discussion:

- 1) *Our church is Congregational, meaning that we elect people to represent us and manage the affairs of the church. During our difficulties many expressed a loss of trust and confidence in the Council. How do we re-instill confidence in the governance of our church?*
- 2) *We know that RCC folk bring a rich assortment of religious backgrounds, theological perspectives, and spiritual practices to our common life, and that such differences are both a blessing and a challenge as we seek a unified vision for our ministry in this time and place. Looking back to the turmoil during Tom Dean's ministry, it could be argued that many of us found ourselves in different "camps" (pro or con) rather quickly, and were not able to (or chose not to) talk to, or understand, those in the other camp. Is it possible to prevent this kind of rapid "polarization" in the future when there is disagreement about an important issue? What could we do differently to prevent this?*

Another event on March 17, 2019 would address questions about the future ministry of RCC that would feed directly into the development of the Church Profile to be used in the search process. The questions for the March event were:

- 1) *Where do you see God calling our church to reach out to address challenges and opportunities in our community and congregation?*
- 2) *A ranked voting activity to determine the most important ministry goals for the Pastor to work on in partnership with the congregation*
- 3) *What are the top five abilities, styles, or characteristics your table believes are foundational to our next minister's successful relationship with our church?*

Both the January and March events were preceded by a potluck lunch; both employed the World Café format, and both included follow-up surveys emailed to RCC members and friends who had not been present. 33 adults participated in the January event, with 1 survey response. 30 adults participated in the March event, with 7 survey responses.

Special thanks are due to Derek and Linda Wendelken for doing the lion's share of the work in putting together the Summary Documents that were distributed to the congregation after each of the three events; to Elaine Holcombe for providing the delightful live music at the events, and to all those who served as Table Hosts: Zenna Inness, Margie Jamison, Cheryl

Curris, Cyndy Egan, Derek Wendelken, Corinne Sorenson, Marcia Baker, Don Miller, Marge Miller, and Dick Moore (who was “on call” at the first event).

Through these three events our Team has sought to help the congregation deal constructively with conflict, contribute to the healing process of our congregation, and support the congregation as it moves into its future in a positive and Spirit infused way. We believe we have completed the work that the Church Council formed us to do, and leave it to others now to build on the work we have done.

Respectfully Submitted,

Congregational Event Planning Team (*Derek Wendelken, Cheryl Curris, Kirby Holcombe, Cyndy Egan, Scott Hatfield, and Pastor Annette*)

PROSPECTUS – PROFILE COMMITTEE

The Profile Committee was formed by the Church Council in March and met for the first time on April 5th. The committee members were Evelyn Franson, Ray Franson, Paula Hatfield, Millie Hoekstra, Zenna Inness and Mary Richards. Reverend Annette Mott joined us, sharing invaluable insights. Our initial purpose was to update our church's profile for the upcoming search process. We also tackled developing a new prospectus. Our goal was to complete both documents in time for our Associate Conference Minister, Darren Morgan, to review them and give us his feedback at our Church Council meeting on May 13th. When he met with us on the 13th, he offered several suggested edits which were then incorporated into the final documents. Overall, he was very impressed with the results and felt the prospectus and profile will help us attract the right ministerial match for our church.

The development of both the prospectus and church profile was done to reflect the views of the entire congregation, not just the committee members. It was our mission to convey the complex diversity of our congregation, hopefully finding a minister who will engage and value that about us. We relied wherever possible upon the responses from the three congregational events. We greatly appreciate and value all the hard work of the Congregational Event Planning Team since the results gave us valuable answers and insights.

The prospectus is used on the UCC websites, alongside our advertisement, as a “first-glance” to give prospective applicants a sense of who we are as a congregation and what it's like to live here in Rangeley. We chose to view it as our marketing tool since we're up against a lot of other churches in Maine looking for a new minister. We surveyed different examples of other churches' prospectuses and concluded that pictures and graphics needed to play a bigger role in the prospectus. We wanted to communicate the congregation's joyful worship; living Christ's teachings through our working and volunteering; and our strengths in music, mission, fellowship, congregational care and community outreach. It's important that the prospectus conveys all that our Rangeley community offers since most prospective applicants won't have ever been here. We did this through prose and many colorful photos along with a list of websites with links. It also shares information about our location, sanctuary and the Barn. The prospectus ends with a short section about the gifts and skills our new minister should ideally have reflecting the answers from the congregational events.

The church profile template given to us by the Maine Conference is a comprehensive document filled with prompts and questions that are intended to give candidates detailed insight into our congregation and community. It will only go to candidates that the Search Committee selects. The profile contains all the information in the prospectus, but in far greater detail. In addition, it has sections on the minister's job description and compensation; church finances including our budget, income and expenses; our congregation's current focus; our congregation's history; our congregation's future focus;

congregational and community demographics; letters of reference; our by-laws, 5-Year Plan, and Annual Report; and a closing prayer. The profile body is 29 pages plus appendices for a total of 70 pages. Our Annual Report will be added to this after our July 13th meeting.

Needless to say, this all took a while to compile and compose. We met together as a committee four times for between three to four hours each meeting. Outside of formal meetings, countless hours were spent writing up our draft inputs. We've compiled a church profile we feel reflects our entire congregation: who we are, where we've been, where we'd like to go and who we are looking for to minister to us on our journey.

Respectfully Submitted,
Paula Hatfield

BOARD OF CHRISTIAN EDUCATION

The Rangeley Congregational Church Christian Education Committee is committed to providing a safe and healthy environment in which our children and young people can learn about and experience God's love.

The Sunday School program is up and running. Often we have no children, but the dedicated teachers are always prepared with a lesson. Thanks so much to these teachers Corinne Sorenson, Margie Jamison, Paula Hatfield, Dave Walker, and Claire Chase. Also thanks go to Kathy Brittain, Pastor Annette, and Corinne Sorenson for working on our up-to-date Sunday School plan.

We are using the Whole People of God curriculum. This is an on-line curriculum and is lectionary-based with weekly all age level lessons. Bibles were presented to Lila and Adam Crump. At Christmas time, flyers and invitations were sent to children attending our church and the Little Mountain School to help decorate the sanctuary tree. It was very well attended. Special activity bags were made for the children on Easter Sunday. There are also colorful activity bags in the alcove each week for the children's use during the church service.

On Veteran's Weekend, the Youth Group from Andover, MA came for a community service weekend. We provided a pizza supper for them one night as they watched a movie.

There were two adult studies this year: a five week study on the "The Power of Forgiveness" and a seven week (plus) study on "The Commandments for a Blessed Life". Both were well received and attended.

Pastor Annette presented information on Pilgrim Lodge to the congregation. The camp offers many programs not only for children and youth but also for adults and families. The camp can also be used for spiritual retreats and other activities.

All are welcome to attend our meetings. We are also still looking for teachers to take a Sunday occasionally.

Respectfully submitted,
Donna S. Wilcox

BOARD OF MISSIONS

The 2018-2019 RCC Christian Missions Board was comprised of Marcia Baker, Claire Chase, Diane VanAmburg and Dave Walker.

The committee successfully planned and executed the annual turkey dinner in October. Assistance and contributions from the church membership made this one of the smoothest events in recent years. Thank you all! 100% of the funds raised are donated for RCC missions outreach.

Once again, the youth of the Andover South UCC from Andover, MA came to the Rangeley Congregational Church and performed mission community service projects in the Rangeley area. The mission committee assisted the group with meals, accommodations, etc. This remains a wonderful outreach of love and fellowship from the Andover South UCC with plans to host again in November 2019 already begun.

The RCC continued support of the UCC 5 for 5 missions programs. Our Churches Wider Mission is an RCC budgeted mission by the church. The missions committee performed skits for the other four programs and oversaw the fund raising projects that resulted in:

Neighbors in Need	\$658
Christmas Fund	\$262
One Great Hour of Sharing	\$560
Strengthen the Church	\$476
Our Churches Wider Mission	\$7000

The Strengthen the Church fund raiser is held annually during summer months. This year's offering was held June 16th prior to the fiscal year end. This is not always the case. The annual report includes the prior year's offering to ensure one annual event is reported in a single fiscal year.

The RCC also supports the mission of the Maine School of Ministry (MESOM) through the budget process donating \$1,000 this year.

A special skit and offering was once again performed by the Missions team for the Heifer International Fund raising \$1,004. Visiting with Harold is always fun.

Missions Outreach donations have been made to the following charities:

ARC Relief for Syria	Carpenter's Boat Shop
CEVER (Honduras Partnership)	Farmington Homeless Shelter
Grandmother's Purse (Teacher supplies at RLRS)	Kit Ripley (Thai Ministry)

RRHAT Van

WRGY

HARC (Help Adult Respite Care)

UCC Global Ministries

Grace Street Ministry in Portland

HELP (Helping Elders Live in Place)

The love and charity from this church is amazing. It has been an honor, privilege, and blessing to serve the church's mission efforts.

Respectfully submitted,
Your Mission Committee

PRAYER SHAWL MINISTRY

This ministry initially gathered one 2004-2005 mid-winter evening in the living room of the RCC/UCC parsonage. Yes, a parsonage. Back in the day, suitable rents were unavailable and a full time minister was! There is no record of who was at that meeting, but those gals really started something!

This year we, now an ecumenical ministry, are on record having distributed a total of 1,570 shawls of comfort or celebration. Since our last annual report one hundred shawls found their way to friends in ME, MA, WVA, CO, FL, IL, MD as well as twenty for distribution by chaplains at Franklin Memorial Hospital and two at Ocean View.

In addition to their gifts of time, talent, self-purchase and the occasional donation, you will note that this group of knitters, crocheters and one weaver is requesting a budget line of \$100.00.

An open invitation is extended to all to visit and/or join in creating these meaningful gifts of love. Gatherings are in The Barn on the first and third Mondays of each month from 2:00-3:30. Supplies are always available or you may work with your own yarns, needles and patterns. Bring a friend.

As we have noted so many times, the continuation of this ministry depends on our entire church family. Rev. Annette or any of the shawl gals are always ready for **YOU** to choose that special gift for someone special to you. Our love comes alive only when it is given away!

Respectfully Submitted,
Evelyn Franson and Diane VanAmburg, Co-Chairs

SCHOLARSHIP COMMITTEE

The Scholarship Committee members this year included Marge Miller, Joann Bean, Carol Ellinwood, and Mary Richards as chair. They met several times in June of 2018 to review scholarship applications and determine the level of financial support they could offer each student who applied for funding. The application process required students to address their educational background; church participation; work experiences; level of financial need; letters of recommendation and a paragraph that informed the committee of their future aspirations. Not only were the applications impressive, each student who is currently enrolled in a University program maintains a grade point average above 3.5 or grades equivalent to an A-.

The committee is pleased to announce the awarding of four scholarships to both eligible and highly qualified students in our church family. The first scholarship was awarded to Zachary Durand for his junior year at Assumption College where he is pursuing a degree in Mathematics and Economics with a minor in Data Analysis. Our second scholarship recipient was Natalie Irene Rose Brooks who is attending the Downeast School of Massage, where she will graduate in June 2019 as a Massage Therapist. The third scholarship award went to Haley Morrill who is completing her sophomore year at the University of Maine Orono. She is currently working on a degree in pharmacy and aspires to continue on to medical school after completing her undergraduate degree. The final scholarship award was given to Maddison "Maddie" Egan to support her junior year at the University of Southern Maine in Nursing. In total the committee was able to award \$4,800.00 in scholarship support.

The committee would like to thank the Rangeley Congregational Church Community for its continued support of the scholarship fund. Without your generous individual donations we would not be able to provide the needed level of support to our students. Education is truly the key to future success and we are fortunate to belong to a church family that values its students to the level that you do. Thank you for your kindness!

Respectfully submitted,
Mary Richards, Chair

BOARD OF WOMEN'S FELLOWSHIP

This is the twenty-fifth year of the current organization solely for the women of our church, and it continues to be one of growth and numerous opportunities to serve our church and the Rangeley community.

Nancy Zambraski and Paula Hatfield are in charge of organizing the Women's Fellowship meetings for crafting. Linda Caspar is our point person for special receptions and organizing coffee hour, and Kathy Brittain is our RADA coordinator. Nancy Zambraski serves as a representative to Church Council with voting privileges for Christian Women's Fellowship.

Receptions:

Oct. 21 Women's Fellowship hosted a buffet lunch for the All Congregational Event.

Dec. 8 Women's Fellowship hosted a reception for the John Bicknell Family.

Festivals/Holly Fair:

The past year Women's Fellowship was involved in three money-making ventures. The Strawberry and Blueberry Festivals have historically included sales of RADA cutlery. The past two years we added "Country Kitchen Crafts" to the mix. The crafts included wood-burned bamboo spoons, wood and pottery coasters, etched glassware, jar openers, pottery bowls and pottery kitchen magnets, handmade pillows, microwave bowl cozies, potholders and jam – all made by the Women's Fellowship group. The Holly Fair was once again a huge success with a lot of hard work put in by all the members of the group. In keeping with our mission, the profits from these endeavors goes to the missions of our choice.

<i>Strawberry Festival</i>	<i>\$2,173</i>
<i>Blueberry Festival</i>	<i>\$1,924</i>
<i>Holly Fair</i>	<i><u>\$5,950</u></i>
<i>Total</i>	<i>\$10,047</i>

On December 9th, the women of the church gathered to decide the recipients of \$6,800.

Following is a list of the recipients.

RANGELEY CONGREGATIONAL	(40%)
RCC scholarships	1500
Bell choir	200
Deacons Relief	400
Maine School of Ministry Tuition	300
RCC staff recognition	300
 RANGELEY	 (26%)
RRHAT van	200
Meal Site	200

WRGY	200
The Giving Tree	200
Rangeley Library OWLs Program	100
Grandmother's Purse	300
Little Mountain School (<i>scholarship</i>)	200
HELP Community Program	100
RLRS Back Pack Program	200
RLRS Mentoring Program	100
STATE	(24%)
Pilgrim Lodge	300
Arbor House	300
Safe Voices (Farmington)	200
Center for Grieving Children (Portland)	200
Hospice of Southern Maine/Gosnell Memorial House (<i>in memory of John Bicknell</i>)	200
Androscoggin Home Healthcare + Hospice	200
Farmington Homeless Shelter (<i>to be determined</i>)	200
NATIONAL/INTERNATIONAL	(10%)
Church World Service	400
International Ministry sponsoring Catherine (Kit) Ripley	300
Total	6800

Other 2018-19 Happenings:

- Women's Fellowship donated a new Roaster oven for use at the church Barn.

Women's Fellowship meets the 2nd and 4th Friday of each month where we craft items for the Holly Fair or just enjoy fellowship time. This past year we took December, January and April off and started back up in May and had several women in attendance. It is a great break and good opportunity to gather in the winter months. As we near Holly Fair time we meet every Friday. As in the past year, we have been sending out "Blast emails" to keep everyone informed of current happenings. They have been very successful, and we have received many positive comments from our women who aren't here year-round or able to attend regularly.

As always, all women of the Church are members of this group, and all women in the community are welcome. So, gather your friends and neighbors and join us. The more the merrier. If you're interested in being involved, please contact one of us. Everyone is welcome. A mission of the group for the upcoming year will be to include activities that

will involve all the women of the church and community who cannot meet at our typical Friday gatherings, so be on the lookout for some exciting events. It is with sadness, we announce that Kathy Brittain has decided to step down as a co-chair of Women's Fellowship, but she assures us that she will continue to support our efforts. We thank her for all her amazing insight, hard-work, dedication and commitment to the Women's Fellowship group.

Many thanks to all who never waver in graciously answering the call to support our year-round activities.

Respectfully submitted,
Nancy Zambraski



2018 Holly Fair Volunteers

MINISTER OF MUSIC

From July through December, 2018, Vic and I were finishing our time in Alaska and taking care of other personal business. We will return to Alaska for Summer 2019, but I plan to resume the Minister of Music position in October 2019. Therefore, this report focuses on the RCC-UCC music happenings from January through May, 2019.

What a gift our Pastor Annette has been. She has been a gift to me as church musician, and also to all of us in our worship through music. Annette selects each hymn with care and has been open to my suggestions. She has been supportive of our music outreach and has participated in the choir. I cannot imagine a better person to help us navigate through this time of transition.

Our ecumenical Handbell Choir ministry continues to thrive. Last summer, the Bell Choir played for our Lady of the Lakes and The Log Church. In October, we resumed rehearsals with Christmas music and played for Good Shepherd, First Baptist, RCC, St. Luke's and the Walk to Bethlehem. The Ringers took some time off, then rehearsed February through April. We played at worship on April 14 at RCC. Twelve people attended the Vermont Spring Ring in Hinesburg, VT on April 27. We took some time off, and will resume rehearsals in June for the summer season. We have been blessed with these members of the bell choir over the past year: Carol Batchelder, Marie Beauregard, Donna Brown, Dawn Drexler, Evelyn Franson, Zenna Inness, Linda Jones, Leona Kennett, Mary Richards, Susan Tourtillotte, Linda Wendelken, Ana Wetherill, Judy Wicken.

Our church is blessed with many fine musicians and church family members who are willing to share their gifts. Soloists and Small Ensemble members include:

Kit Caspar, Claire Chase, Adam Crump, Les Hoekstra, Kelsey Meehan, Sam Meehan, Don Miller, Erin Smith, Dave Walker, Linda Wendelken, Derek Wendelken.

The Adult Choir sang during Lent, March 24. Our group included Anne Crump, Les Hoekstra, Zenna Inness, Derek Wendelken, Kelsey Meehan, Sam Meehan, Annette Mott, Dave Walker, Linda Wendelken, Judy Wicken.

Many thanks to those in our church family that have stepped up to make sure there is worship music each week in my absence:

- Dick Moore, Les Hoekstra, Dave Walker, Kit Caspar and Scott Hatfield, for their planning, organizing and executing music on Sundays.
- Linda Wendelken, Linda Jones, Ana Wetherill and Carol Batchelder for keeping the bell choir organized.
- Jeff Ellinwood, for his assistance in leading/teaching hymns.
- All those who provided special music.
- And, especially, Derek Wendelken who has been the go-to guy for all things music!

Forgive me if your name should be on this list and isn't—we are blessed with an abundance of people who see a need and become the hands and feet of Christ!

Blessings on your summer.

Respectfully submitted,
Sue Downes-Borko, Minister of Music

BUILDINGS AND GROUNDS

Well, winter is finally over, I hope. Last year our large expense was having the big pine tree taken down on the west side of the church. This was done due to the tree dying. This changed the light coming into the church on that side. It will also help the lilac bushes there. I am hoping the small one can catch up and grow as big as the other two that are there. Kit has filled in the big dents that this made in the lawn. He also fixed the lawn in front of the church by the road. Thank you Kit for your help with this.

Kirby replaced the step to LMS in the front. Thanks, Kirby.

Dead River changed the pipe to the stove in the kitchen. They also brought the gas heater in Fellowship Hall up to code.

The emergency lights in the barn have been replaced. They were originals to the barn. They survived a long time.

The work on the stairs, ramp and porch at the church will resume when we get a period of time without rain. It was started last year but with winter arriving in October that ended any outside work. Now we need a week of sunny dry warm weather. I do like to dream.

Kutting Edge did a great job on fall clean up. It was so good we did not need them to do the spring one. Thanks to them for this. They will be cutting the grass this year.

Scott did the plowing this past year and when he went on vacation Curtis did it. What a great help this is to us. Thank them when you see them. Frank Cerminara did the sanding of the parking lot for us and we needed him a lot this year. He also got rid of the swimming pool in the parking lot when the snow melted and had nowhere to go.

A big thank you to the Buildings and Grounds Crew: Dick Moore, Kirby Holcombe, Derek Wendelken, Rick Baker. I also would like to thank everyone else who helps in keeping this church running. That is what makes us a great church family.

Respectfully submitted,
Diane VanAmburg

FINANCE COMMITTEE

The Finance Committee would like to thank Linda Wendelken for her valuable contributions and service as Financial Secretary prior to her retirement earlier this spring and Dick Moore for his valuable contributions and service as an Auditor prior to his retirement from the committee at the end of this year. We welcomed Kathy Brittain as our Financial Secretary beginning in May.

Paula Hatfield (Treasurer) and Kathy Brittain (Financial Secretary) share the responsibilities for recording and maintaining the financial records for the Rangeley Congregational Church. The Treasurer records and pays bills, maintains and updates payroll records, compiles and maintains income and expense reports, reconciles the checking account and prepares the monthly reports for the Finance Committee and the Church Council. The Financial Secretary processes and records all income, prepares and submits bank deposits, and maintains contribution records.

The Finance Committee usually meets on the second Monday of each month and is open to the congregation. A minimum of four reports are utilized by the Finance Committee to review financial activity and assess the financial status of the church. The standard reports are the Balance Sheet, Bank Statement Reconciliation, Fund Activity Report and Treasurer's Report which includes monthly and YTD expense and income activity. A copy of these reports is available in a mailbox outside the church office every month. The Finance Committee is always available to address concerns or questions regarding the church's finances. An annual audit of the church's financial records was conducted by the Audit Committee on May 22, 2019.

The 2019-2020 fiscal year draft budget was prepared by Paula Hatfield utilizing each church board's budget requests. The draft budget was submitted to the Finance Committee on April 23, 2019 for their review, revisions and approval. The revised draft budget was then presented to and reviewed by the Church Council on May 20, 2019 when it underwent further revisions before being approved for presentation at the Annual Meeting on July 14, 2019.

The church's 2018-2019 financial performance was influenced by a number of factors. Please review the Budget Commentary for further details. The anticipated surplus at the end of June 2019 will be placed in the Invested Surplus account.

When you see them around, please take a moment to thank Kit Caspar, Linda Caspar, Millie Hoekstra, Kathy Brittain and Linda Wendelken for their service on the Finance Committee; and Don Miller and Dick Moore for their service on the Audit Committee.

Respectfully Submitted,
Paula Hatfield

STEWARDSHIP STATISTICS

What Shall I Bring?

Total Pledges:

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Theme	Surprising Gifts	Blessed to Be a Blessing	Trust in the Promise	Go and do the same	Journey to Generosity	What Shall We Bring? as of 7/8/19
Pledges	\$75,365	\$81,394	\$86,945	\$69,786	\$100,828	\$91,034

Pledge Distribution

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
less than \$500	8	6	4	3	1	2
\$501-1000	7	9	10	4	4	7
\$1001-\$2000	16	16	17	14	14	13
\$2001-\$3000	7	6	7	6	7	4
\$3001-\$4000	2	3	1	1	0	0
\$4001-\$5000	1	1	2	2	2	1
over \$5000	2	1	2	1	3	4
Total Units	43	42	43	31	31	31

Respectfully Submitted,
Millie Hoekstra, Chair

INVESTMENT COMMITTEE

Hightower Endowment Fund

Value 4/30/15: \$110,321

Value 4/30/16: \$110,831

Value 4/30/17: \$112,081

Value 3/31/18: \$104,470

Value 4/30/19: \$106,928

Estimated Income: \$5,700

Income disposition: deposited in General Fund

United Church Foundation Endowment Fund (Ost & Beisler)

Value 3/31/15: \$45,633

Value 3/31/16: \$43,655

Value 3/31/17: \$47,164

Value 3/31/18: \$51,041

Value 4/30/19: \$51,875

Estimated annual income: \$830

Income disposition: deposited in General Fund

United Church Foundation Investment Fund (Robbins)

UCF Moderate Balanced Fund

Value 3/31/15: \$22,808

Value 3/31/16: \$22,090

Value 3/31/17: \$24,307

Value 3/31/18: \$26,629

Value 4/30/19: \$27,504

Estimated annual income: \$360

Income disposition: reinvested

UCF Core Equity Fund

Value 3/31/15: \$64,003

Value 3/31/16: \$64,281

Value 3/20/17: \$66,133

Value 3/31/18: \$74,789

Value 4/30/19: \$83,078

Estimated annual income: \$980

Income disposition: Deposited in General Fund

UCF Fixed Income Fund

Value 3/31/15: \$58,168

Value 3/31/16: \$57,246

Value 3/20/17: \$65,675

Value 3/31/18: \$65,204

Value 4/30/19: \$65,742

Estimated annual income: \$1,190

Income disposition: deposited in General Fund

Vanguard Total Bond Index Fund

Invested Surplus

Value 4/30/15 \$12,898

Value 4/30/16: \$12,898

Value 3/31/17: \$12,898

Value 5/07/18: \$39,509

Value 4/30/19: \$40,941

Raise the Roof Fund

Value 4/30/19: \$3,277

Capital Improvement Fund

Value 4/30/15: \$13,560

Value 4/30/16: \$8,139

Value 3/31/17: \$4,718

Value 5/07/18: \$3,734

Value 4/39/19: \$6,296

Income disposition: income plus/minus any share value changes are allocated by ratio to the Invested Surplus Fund, the Capital Improvement Fund and the Raise the Roof Fund.

Respectfully submitted,

Kit Caspar, Investment Committee Chair

AUDIT COMMITTEE

On May 22, 2019, we, the audit committee, met with the Rangeley Congregational Church's Treasurer, Paula Hatfield. In our opinion, the financial statements are done and presented to the Finance Committee in a timely manner. Accounts are reconciled and balanced.

We performed a sample of successful tests. We looked at the deposits and expenses for a random month. We were satisfied with the internal controls and feel in our opinion that Paula Hatfield, Kathy Brittain and volunteers follow generally accepted accounting principles.

Respectfully Submitted,
Dick Moore & Don Miller

BUDGET COMMENTARY

Income

- Pledged Contributions have been higher than anticipated this year due to an increase in overall pledges and a large pledge. Next year's budget has been built from this year's performance, adjusted for communicated changes in planned giving, along with a typical adjusted decrease for conservatism of \$4000.
- Investment Income has been budgeted to reflect communicated expected earnings performance for this coming year.
- Barn Use Income has been budgeted to reflect increased use from non-profit organizations and the resumption of yoga at the Barn.

Expense

- Office Equipment / Buy/ Lease budget reflects the end of the copier lease in July that the church will purchase for \$1.
- Administrative Miscellaneous is higher than budgeted due to one-time legal fees for the updated contract with Little Mountain School and recurring web domain annual fees.
- Salary Secretary YTD actual is less than budgeted due to volunteer secretaries for 3 months. Linda Wendelken has kindly offered to temporarily fill the position. Next year's budget reflects a 6-week planned absence.
- Payroll Tax Withheld has not been budgeted separately in the past. This year, salary accounts for secretary and minister of music are net with associated taxes and Employer FICA calculated and budgeted separately. This year's budget reflects a 6-week absence for the Secretary and a 3-month absence for the Minister of Music.
- Employer FICA has been budgeted this year as noted above.
- Workmen's Comp Insurance has been budgeted based on a quote from Morton and Furbish Insurance. It does not reflect the "refund" the church typically receives once the year has been completed.
- Pastoral Compensation accounts budgets reflect the anticipated departure of our current Interim Minister, Rev. Annette Mott, now that we have formed a Search Committee. For budgeting purposes, 2/3 of the year was calculated at Rev. Mott's budget and 1/3 was calculated using the anticipated pastoral compensation package for our new minister.
- One-time Search and Moving expenses have been budgeted for the search and call of a settled pastor.
- Minister of Music YTD is less than budgeted DUE to our Minister of Music's later than anticipated return from Alaska. Next year's budget reflects a 3-month planned absence this summer.

- Substitute Worship Musician budget was decreased to reflect actual utilization per our Minister of Music's recommendation.
- C.E. Child Care has been deleted as a budget item per the request of the C.E. Board.
- Fuel accounts for Church Propane, Annex and Barn Propane and Barn Oil have been divided between Purchased and Prepaid Delivered accounts for each facility to more accurately reflect our use through accounting practices. All accounts have been budgeted to reflect increased cost and consumption of fuel this year.
- Annex Phone/ DSL budget reflects savings due to bundling our services under a 2-year contract. We upgraded our modem and now get much higher internet speeds for the same cost.
- Ground, Grass, Plow/ Sand/ Sweep YTD actuals were higher due in part to the \$1800 cost to remove the dying 100-foot white pine tree by the sanctuary last fall. Also, the long winter resulted in higher expenses for snow removal via shoveling, roof raking and front-end loader. To plan for those times when we may need to hire plowing, \$800 has been added to next year's budget.
- All Facilities Maintenance and Repair budget has been adjusted to more accurately reflect actuals. However, the church should consider establishing a budgeted amount to be reserved for repair and maintenance of buildings. These expenses are rarely small annual occurrences, but more often larger expensive projects necessary to keep our buildings in good condition.

Summary:

- Our financial performance this year has been far better than budgeted due to greater than anticipated contributions combined with decreased expenses of approximately \$4200 in salaries for Secretary and Minister of Music.
- Our projected deficit for 2019-20 includes \$5500 of one-time Search and Moving expenses without which our deficit would be \$1177. This deficit would increase to - \$4403 with the full year's expenses for the Secretary and Minister of Music.

BUDGET

Account #	Account Name	FYE Balance as of 6/30/19	2018-2019 Budget	2019-2020 Budget
Income				
400.101	Pledged Contributions	\$102,624.00	\$83,483	\$95,000
400.002	Unpledged Contributions	\$4,627.92	\$8,538	\$4,744
400.003	Total Special Gifts	\$0.00	\$0	\$0
	Total Contributions	\$107,251.92	\$92,021	\$99,744
400.008	Hightower Invested Fund Income	\$5,401.43	\$5,700	\$5,364
400.010	UCF Invested Funds Income	\$3,293.76	\$2,971	\$3,800
	Total Received Investment Income	\$8,695.19	\$8,671	\$9,164
400.540	Other Miscellaneous Income	\$158.00	\$0	
400.700	Church Use Income	\$0.00	\$0	\$0
400.800	Barn Use Income	\$795.70	\$200	\$800
400.801	LMS Utilities Contributions	\$900.00	\$1,200	\$1,200
	Total Miscellaneous Income	\$1,853.70	\$1,400	\$2,000
	Total Income	\$117,800.81	\$102,092	\$110,908
Expense				
500.102	Stationary/ Supplies	\$569.19	\$800	\$800
500.103	Office Equipment/ Buy, Lease & Software Licenses	\$2,601.40	\$2,700	\$917
500.104	Office Equipment Repair/ Maintenance	\$0.00	\$0	\$0
500.105	Postage	\$330.45	\$300	\$330
500.108	Administrative Miscellaneous	\$593.09	\$200	\$283
500.111	Salary Secretary (net)	\$2,771.47	\$4,019	\$3,334
500.121	Payroll Services	\$1,616.69	\$1,500	\$1,800
500.122	Payroll Tax Withheld (actuals only)	\$232.85	\$0	\$1,327
500.123	Employer FICA (actuals only)	-\$311.51	\$0	\$851
500.131	Workman's Comp Insurance	\$389.38	\$975	\$450
500.141	Conference Delegate Expenses	\$0.00	\$400	\$400
	Total Administrative Expense	\$8,793.01	\$10,894	\$10,492
500.201	Salary Pastor (gross)	\$42,549.09	\$44,298	\$37,205
500.202	Housing Allowance Pastor	\$6,500.00	\$6,000	\$7,289
500.203	Pension Pastor	\$5,868.10	\$7,041	\$6,229
500.204	Health Insurance Pastor	\$0.00	\$0	\$4,000
500.205	FICA Match Pastor	\$0.00	\$0	\$839
500.206	Life Insurance & Disability Pastor	\$0.00	\$0	\$164
500.211	Seminars Pastor	\$0.00	\$0	\$0
500.212	Books, Publications, Cell Pastor	\$1,160.00	\$1,160	\$1,273
500.213	Mileage Pastor	\$1,500.00	\$1,500	\$1,333
500.220	Search & Moving Pastor	\$17.50	\$0	\$5,500
	Total Pastoral Expense	\$57,594.69	\$59,999	\$63,832

Account #	Account Name	FYE Balance as of 6/30/19	2018-2019 Budget	2019-2020 Budget
500.301	Pulpit Supply Honorarium	\$450.00	\$450	\$450
500.302	Pulpit Supply Travel Reimbursement	\$192.20	\$375	\$375
500.316	Communion Supplies	\$0.00	\$100	\$100
500.317	Sanctuary Supplies	\$339.82	\$400	\$400
500.331	Minister of Music (net)	\$4,036.62	\$7,273	\$6,461
500.332	Guest Musician	\$0.00	\$0	\$0
500.333	Substitute Worship Musician	\$0.00	\$1,120	\$300
500.334	Music Copyright Licensing	\$129.00	\$125	\$133
500.335	Organ & Piano Service	\$130.00	\$250	\$260
500.336	Choir Music	\$144.56	\$125	\$125
500.337	Bell Choir Expenses	\$100.00	\$100	\$200
	Total Worship Related Expense	\$5,522.20	\$10,318	\$8,804
500.402	C.E. Child Care	\$0.00	\$400	\$0
500.403	C.E. Materials & Supplies	\$10.00	\$200	\$200
500.404	C.E. Curriculum	\$432.71	\$400	\$500
500.405	C.E. Camperships	\$0.00	\$200	\$200
500.406	Youth Ministry	\$138.94	\$200	\$200
	Total Christian Education Expense	\$581.65	\$1,400	\$1,100
500.503	Hospitality	\$172.77	\$500	\$500
500.504	All Church Gatherings	\$0.00	\$200	\$200
500.509	Stewardship	\$263.09	\$300	\$300
500.518	Deacons	\$363.50	\$190	\$180
500.521	Prayer Shawl Budgeted	\$0.00	\$0	\$100
500.540	Other Miscellaneous	\$0.00	\$0	\$0
500.542	Church Council Miscellaneous	\$35.41	\$300	\$100
500.601	Mission Committee Budgeted	\$0.00	\$0	\$0
	Total Miscellaneous Expense	\$834.77	\$1,490	\$1,380
500.411	Scholarship Budgeted Benevolence	\$500.00	\$500	\$500
500.605	MESOM Budgeted Benevolence	\$1,000.00	\$1,000	\$1,000
500.655	OCWM Budgeted Benevolence	\$7,000.00	\$7,000	\$7,000
500.657	UCC Assessments	\$1,266.08	\$1,300	\$1,266
	Total Budgeted Benevolence Expense	\$9,766.08	\$9,800	\$9,766
500.702	Church Electricity	\$595.89	\$600	\$650
500.704	Church Water	\$511.17	\$500	\$481
500.706	Church Sewer	\$217.50	\$225	\$240
500.708	Church Telephone	\$388.02	\$430	\$400
500.711	Church Cleaning	\$0.00	\$0	\$0
500.722	Church Propane Purchased	-\$42.37	\$201	\$300
500.723	Church Prepaid Propane Delivered	\$1,533.63	\$1,500	\$2,000
500.725	Church Kerosene (Sanctuary)	\$103.68	\$550	\$450
500.740	Church Miscellaneous	\$0.00	\$0	\$0
	Church Facility Expense	\$3,307.52	\$4,006	\$4,521

Account #	Account Name	FYE Balance as of 6/30/19	2018-2019 Budget	2019-2020 Budget
500.802	Annex & Barn Electricity	\$1,090.09	\$1,200	\$1,150
500.803	Annex & Barn Water	\$511.17	\$550	\$481
500.804	Annex & Barn Sewer	\$337.50	\$450	\$360
500.807	Annex Phone/ DSL	\$1,104.13	\$1,200	\$1,030
	Annex Facility Expense	\$3,042.89	\$3,400	\$3,021
500.821	Barn Oil Purchased	\$119.50	\$0	\$0
500.822	Barn Prepaid Oil Delivered	\$2,109.09	\$2,200	\$3,000
500.823	Barn/ Office Propane Purchased	-\$4.68	\$0	\$0
500.824	Barn/ Office Prepaid Propane Delivered	\$557.33	\$500	\$775
500.825	Barn Miscellaneous Supplies, Cleaning	\$0.00	\$175	\$175
	Barn Facility Expense	\$2,781.24	\$2,875	\$3,950
500.902	Ground, Grass, Plow/ Sand/ Sweep	\$5,650.00	\$3,515	\$5,500
500.904	All Facilities Maintenance/ Repair/ Carpet	\$1,274.68	\$4,000	\$2,000
500.906	All Facilities Insurance	\$2,817.00	\$3,500	\$3,000
	Total Multi-Facility Expense	\$9,741.68	\$11,015	\$10,500
	Total Facilities Expense	\$18,873.33	\$21,296	\$21,992
	Total Expense	\$101,965.73	\$115,197	\$117,366
	Difference between income and expense	\$15,835.08	-\$13,105	-\$6,458
<u>Amount to be taken from Invested Surplus to meet budgeted expenses</u>				<u>\$6,458</u>

NOMINATING COMMITTEE

1. Term Limits will only apply to Members at Large and Deacons. Terms are for three years unless otherwise specified.
2. To be elected at annual meeting;
 - a. Council Member at Large: Cheryl Curris, Lourrie Chandler
 - b. Deacons: Cheryl Curris, Linda Caspar
 - c. Mission: Marcia Baker, Linda Wendelken
 - d. Buildings & Grounds – Rick Baker, Derek Wendelken
 - e. Treasurer: Paula Hatfield
 - f. Clerk: Linda Caspar
 - g. Financial Secretary: Kathy Brittain
 - h. Assistant Financial Secretary: Linda Caspar
 - i. Audit Committee: Linda Wendelken, Don Miller

Indicates new nominee to be voted on at annual meeting

20, 21 and 22 are the last year of the member's term

* Indicates that this member cannot serve another term after the year shown

CHURCH COUNCIL MEMBERS AT LARGE

Rick Baker-20	Kit Caspar-21*
Lourrie Chandler-22#	Cheryl Curris-22#

BOARD OF DEACONS

Fred Dubay-21	Linda Jones-20*
Evelyn Franson-21	Lucy Simonds-20
Scott Hatfield-20	Cheryl Curris-22#
Linda Caspar-22#	

BOARD OF CHRISTIAN EDUCATION

Donna Wilcox-20
Corinne Sorenson-21

BOARD OF CHRISTIAN MISSION

Marcia Baker-22#	Diane VanAmburg-21
Claire Chase-20	Dave Walker-21
Linda Wendelken-22#	

BOARD OF BUILDINGS AND GROUNDS

Rick Baker-22#	Derek Wendelken-22#
Kirby Holcombe-20	Diane VanAmburg-21
Dick Moore-20	

AUDIT COMMITTEE (Two year term)

Linda Wendelken-21#

Don Miller-21#

CHURCH OFFICERS (One year terms)

Treasurer: Paula Hatfield#

Financial Secretary: Kathy Brittain#

Assistant Financial Secretary: Linda Caspar#

Clerk: Linda Caspar#

BOARD OF FINANCE: Set by the By-Laws

STEWARDSHIP COMMITTEE: Appointed by the Board of Finance

INVESTMENT COMMITTEE: Appointed by Board of Finance

SCHOLARSHIP COMMITTEE: Appointed by Church Council

DELEGATES TO LIVING WATER ASSOCIATION (from the floor)

- 1.
- 2.

DELEGATES TO MAINE CONFERENCE UCC (from the floor)

- 1.
- 2.

Respectfully submitted:

Nominating Committee

Don Miller