



**WAITSFIELD UNITED CHURCH OF CHRIST
VILLAGE MEETING HOUSE
ANNUAL MEETING - FEBRUARY 4, 2024**

Dedicated to Dorothy Peck for her 40 years of service to the church



TO: MEMBERS AND FRIENDS OF THE WAITSFIELD UNITED CHURCH OF CHRIST, INC.

NOTICE OF ANNUAL MEETING

NOTICE is hereby given that the Annual Meeting of Members of the Waitsfield United Church of Christ, Inc. will be held on Sunday February 4th, 2024 at 11:45 a.m. This will be a hybrid meeting for those in person at the church and via zoom link:

<https://us02web.zoom.us/j/4355187516?pwd=K016Y3BLczNrQlk2WENTQW1UcDBFZz09>

Or use: Meeting ID: 435 518 7516 and Passcode: VMH2021

If you need to dial in, use this phone number, with the Meeting ID and Passcode: 1 646 558 8656

Friends of the Church are welcome to attend and participate, but only Covenant and Associate Members may vote.

Annual meeting will be held for the following purposes:

Opening Prayer

To hear and act on all reports

To vote on the proposed budget for 2024

To hear and act on the Nominating Slate

To transact such other business as may properly come before the meeting.

By Order of the Church Council

WAITSFIELD UNITED CHURCH OF CHRIST ANNUAL MEETING

SUNDAY FEBRUARY 4, 2024

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WAITSFIELD UNITED CHURCH OF CHRIST

ANNUAL MEETING

AGENDA 2024

1. Call the meeting to order
2. Prayer
3. Minutes – Approve minutes of February 5, 2023 Annual Meeting (vote)
4. Reports – Accept reports for 2023 (vote)
5. 2024 Budget (vote)
6. Nominating Committee Proposed Nominations (vote)
7. Any other business as may properly come before the meeting
8. Adjourn Meeting

**Waitsfield United Church of Christ
Annual Meeting Minutes - DRAFT**

February 5, 2023

Call the meeting to order

Amy Jamieson called the meeting to order at 11:53 am. She asked Mark Wilson to lead us in prayer.

Prayer

Rev. Pastor Mark Wilson led us in a prayer.

Minutes – Approve minutes of February 6, 2022 Annual Meeting

Amy Jamieson made a motion to approve the minutes and Holliday Rayfield seconded the motion. Corrections to the minutes include Monte Montalbano’s name is spelled with an “e” not a “y”. Pat Folsom noted that there is a grammatical error on the top of page 8. It should read “Amy Jamieson wanted to recognize Vince Gauthier who has been a long serving member of the council and for all the roles he has played over the years.”

Amy motion to approved the minutes with the suggested corrections and Beki Auclair seconded the motion.

The motion passed unanimously.

Reports – Accept annual reports for 2022

Holliday made a motion to accept the annual reports as presented in the Annual Report and Drew Cunningham seconded the motion.

Holliday and Jane Cunningham spoke to the gathered members about the work of the Arts Team. Though we do not have a mission, we wish to bring art and artists to the sanctuary and decorate for the seasons. Last year we brought Janet McKenzie's artwork to the church and created additional programming at her request. This resulted in a performance by Toussaint St. Negritude and the Global Community Festival. We are proud of the way we are bringing the community to our church.

However, we are unsure whether the congregation wants us to continue to expand our programming in this way. It takes a lot of energy, planning and effort to put these types of events together and we need the help of the congregation to make it happen. Does the congregation want us to bring these types of events to our church? We are planning a show for Lent, featuring the artwork of Gary Eckhart and Roarke Sharlow. Last year we had the artwork of Julia Purinton. We are planning on bringing back the “Art Among Us” art show – exhibiting work made by the congregation.

Please reach out to any of the Arts Team members and let us know what you think, should we keep doing this work and how can you help. Thank you.

Amy extended her gratitude to Karen Nevin for collating all the reports and putting together the annual report. She is also grateful for Mark’s role as we currently do not have a clerk. He put together then vital statistics for the year and was proactive as he led the council through the budget process. She also appreciated his leadership

through the discernment process with the help of many congregation members. In that work we came up with short, mid-term and long-term goals for us to focus on.

The motion to accept the reports was passed unanimously.

2023 Budget

Beki made a motion to accept the 2023 budget and Holliday seconded the motion. Rick Rayfield noted that the budget can be found on pages 16 & 17 in the annual report.

Di Gauthier asked a question about why the budget did not show any insurance for Mark. Mark noted that this year he is receiving his health insurance through Trish McBride's healthcare. In addition, she is covering the entire premium for two people on her plan, which is a significant savings to us.

Amy noted that the funds shown under "other local missions" represents the inflow and outflow of the Bottles and Cans Project.

Beki noted that when reading the budget, she saw all the negative numbers at the end. Amy responded that the negative numbers she is seeing is on the Profit & Loss Budget v Actual report (page 13). Our net income at the end of the year was \$17,667. Below that you will find other income which represents our investment income. We must consider our investments and this past year we had some losses in our portfolio. The negative \$113,000T reflects the loss in our portfolio in 2022. We were careful with our budgeting, we ended the year with Plus \$17,000 vs. the budgeted expectation of negative \$19,000.

Susan Klein, one of our investment trustees, noted that the loss is only if we had cashed in our portfolio. We didn't actually realize a loss of \$113,000.

The motion to accept the 2023 budget was passed unanimously.

Council Proposed Nominations

Amy noted that a corrected copy of the nominating slate has been passed out. Pam made a motion to accept the council proposed nominations and Beki seconded the motion.

Beki asked that we review the different roles of the council positions. What do these positions entail?

Beki stated that the moderator is the lay leader of the business/administrative side of the church. That person meets regularly with Mark, creates agendas for the council meetings, and runs the church council meetings. In addition, they act as a bridge between the church and the wider community.

The Member-at-Large is not responsible for any particular ministry. However, their voice is very important. They will review reports in advance of the council meetings, offer their opinion and has a vote on the council.

Laura Caffry shared that the Member-at-large role is a great role in the church. It helps you make a connection with the smaller roles you have in church. It is a great way to build a bridge to everything you do at church.

Mark noted that there are 5 covenanted roles on the council. The Administration Ministry is about communications and publicity. We currently have Karen Nevin handling The Uniter newsletter and Susah Klein putting notices in the Valley Reporter. In general operations are going smoothly!

The Clerk takes minutes at church council meeting, writes notes, etc. We have someone in the congregation who is writing thank you notes for us.

Holliday offered to take on the position of Member-at-Large.

It was noted that the Church Council meets on the 3rd Tuesday of the month at 7 pm. The meeting is about 1 hour long and operates with a consent agenda. There is one longer meeting to prepare the budget.

Beki noted that meetings take place in the community room but people can also participate by zoom. Sometimes there are snacks!

Amy made a motion to approve the nominating slot with the addition of Holliday in the position of Member at Large. Diane seconded the motion.

Rick noted that that it might be best to have the moderator come from someone within the current council. The council will be stepping up to take on these responsibilities while there is no moderator.

Motion was approved unanimously.

Proposed ADA accessibility modifications in the sanctuary

Beki moved to accept the proposal by the Board of Deacons for the ADA accessibility. The motion was seconded by Amy.

Beki thanked everyone who participated in the congregational conversations as the Deacons shared their goals for the accessibility changes. She asked Bill Gallup to come forward to answer questions, noting that Bill understands the ADA guidelines as they pertain to our project.

Monte thanked Bill for all of the work he does behind the scenes for the church in helping to prepare these designs.

Bill stated that we went through a process to note which parts of the church are accessible to someone in wheelchair. The church has a lift and ramp so people can get into the sanctuary fairly easily, but there are no good accommodations for someone to sit within the sanctuary. ADA recommendations are for five accessible locations to serve the amount of seating we have in our church. Bill noted that there are many public places that do not meet these standards and that the standards are generally self-imposed. However, it becomes a problem if someone feels they have not been accommodated, and then they choose to sue.

The proposed design provides three different locations that provide options based on the comfort level of the person – front of the church, in a side pew, or at the back.

Beki told the members that she hoped that the result of our vote is yes to proceed, and in addition that everyone understands that the board of deacons loves the congregation and we will move forward with these modifications slowly and respectfully so that we do not experience any abrupt changes. The Deacons hope for your support and trust that we will manage these changes well.

Rick noted that when he has removed the pews in the past, they are moved carefully and are cared for while they are stored. He also noted that the four spaces in the back will also allow space for families and children which are not required by ADA. Finally, we can return anything back if we want to.

Holliday mentioned that one of the ideas was to add chairs in the back spaces. Beki agreed, noting that if we remove the pews and the spaces aren't being used, we will purchase seats to put these spots when needed. The chairs purchased will include a space to store a hymnal and bible.

Jon Jamieson thanked Bill for all the work he has done, it is great to see the proposal in a visual way and to understand how it applies to ADA. He asked if this is an up or down vote or can it be amended.

Beki replied that it is an up or down vote of the motion made on the proposal.

Jon offered to amend the proposed motion to go forward with the two locations at the front and middle but to leave the four pews in the back intact. Drew Cunningham seconded the amendment.

Vince Gauthier told the congregation that he attended both meetings. At the second meeting, folks spoke about people who use walkers asking where do they go? One suggestion that was raised was to move one set of pews towards the back wall. There is 11 feet there which is plenty of room for wheelchairs, and to allow folks with walkers a good place to sit. In his mind, he believes the location at front of the sanctuary may be the least appealing. He likes the space in the back as it shows we have good intentions and this area is easily accessible for wheelchairs and walkers. He also noted that he looked into purchasing these types of chairs a few years ago and they can be very expensive.

Vince noted that he believes these changes are premature as the real problem is getting into the church through the side ramp if you are handicapped. The process to unload at the ramp takes at least 5 minutes and can back things up on the driveway. This makes people feel like they are in the way. He noted that not included in the annual report is the cost and timetable for the ramp in the back of the church. It will require us to redesign the driveway and parking lot to allow for the new accessible ramp.

Laura Caffry shared that she took her mom to a lot of places with her walker and she believes her mom would want that back pew space so she can keep her walker with her. She respectfully disagrees with Jon Jamieson; we need to allow people to have options. She wishes to vote for all of the changes as proposed and get to work fast on the back ramp. We need to be welcoming to all.

Tracy Coutts noted that in Clive's last year, we used a walker and then a wheelchair. What Vince said is so true about the ramp and it is mandatory for us to get it done. It takes longer than 5 minutes to get someone up the ramp we currently have. Tracy noted that she felt great anxiety to get her car moved out of the way because folks were waiting in the driveway. Our number one priority is the ramp. She is not convinced that we need all the pews moved.

Bill asked how much room do we need in the back of the church? Right now, on that side of the sanctuary there are some chairs along the back. There is enough room for fully capable people to walk and sit. The advantage of moving the back pew is it opens up room for a wheelchair or walker to get to the side seats. It also allows flexibility freeing up the back of sanctuary.

Trish McBride noted that the school where she worked for 25 years had a with a similar set up in the auditorium. The back location was where everyone went and it is important to have it.

Beki responded to the ramp issue. Yes, our current ramp is not perfect but it is awesome that we have it. A person can get into the fellowship hall and use the lift.

Diane Gauthier shared a thought. Recently, we used all six of the hearing devices we have available. What if someone comes in and we have used most of the spaces. We need to make sure we can accommodate everyone.

Holliday stated that she thinks the ramp in the back is critical and it is good that we have plans already.

Elizabeth Cadwell shared that she spent the fall with her mom who has mobility issues. The ramp is a huge problem. It impedes the flow of traffic and can also be icy and uneven. She also asked if anyone has thought of using movable half pews, which we can move as needed? Finally, we need to consider fire accessibility.

Susan Burbank agreed that we need an evacuation plan. The back spaces will allow for those folks to be moved faster and easier.

Bill noted that one of the things we did with the renovation was added a second exit stair out of the office areas. In an emergency there is extra area at the top of the back stairs which is called a "refuge" that allows for exit and easy help. In addition, there is fire separation components to the addition of the building.

Monte shared that we have the builder designs for the back ramp and are in the process of seeing what kind of ARPA funds we can get. This is work we are doing this year. If there will be a cost outlay, we will come back to the congregation for a vote, however there are a lot of volunteers to make the ramp happen.

Amy asked for a vote on the amendment of the motion to proceed with the proposal with modifications at the middle and front of sanctuary but not the two pews in the rear.

There was one vote yes, with the remaining present voting no. The amendment to the motion did not pass.

Amy returned to the original motion of the proposal as originally put forward and asked if there was any further discussion.

Andrew wondered if there was interest in just moving the back two pews and not the others? Beki responded that the Deacons felt that relegating people with mobility issues to the back of the church didn't feel right. We want to give folks different options. Andrew asked if we aren't making assumptions of what people want?

Rick reminded everyone that we can easily put the pews back next year.

Don XXXXX stated that thinks what Drew said is spot on. None of us is disabled, but we have helped people who are. However, it is hard to make a decision on something we aren't facing. He asked if there is any way to get feedback from people with mobility issues.

Drew suggested we take a phased approach. For example, remove the back pews immediately and then allow the council to remove the remaining pews later in the year.

Beki reminded everyone that the deacons will approach this carefully and respectfully. We will move slowly and respectfully. We ask that the congregation trust us.

Laura noted that the Deacons have worked hard on this with a good architect. The Council has also worked hard. She suggested that we substitute the question with – what if it's a person of color, or an immigrant. We should welcome everyone to our church not just give them a few seats.

Monte restated that people want different locations and we need to give them a choice.

Vince said, as someone who has brought these types of project to the congregation over 15 years, he asks that we trust them. We need to trust them.

Amy called the motion. The motion was approved unanimously.

Any other business

Mark wished to thank some people who are stepping down from the Council.

Jean Joslin will continue to serve on the scholarship committee, however over the years she has served on the worship & music committee, been an usher, reader, served on church council, been the bake sale coordinator, and coordinated the annual pie sale, worked at community suppers, helped with hospitality, served countless coffee hours, helped with caretaking, yard sales, chicken pie suppers. Jean has been connected and involved quietly and efficiently throughout. He offered his gratitude for Jean Joslin.

Amy Jamieson has been the moderator for 5 years and has done such a good job. His first memory was with Amy and Susan Graham showing him around the valley. She has been a mentor. She was the co-chair of the search committee that brought me here. She has run fundraisers, helped at community suppers, chicken pie suppers, decorating the sanctuary at Christmas time, and so much more.

Beki shared that Amy lead the congregation through the wilderness when we didn't have a minister. Rick thanked Jon for supporting her in this role.

Amy stated that she has a happy heart with all that she has done with the church. She said she knew that there would be new ways to participate and be involved.

Beki reported that the Deacons have put together a Music Ministry Search Committee. We know that Dorothy has given us notice of her retirement in May 2024. The music ministry search committee is made up of Jane Cunningham, Rick Rayfield, Monte Montalbano, Alli Lewis, and Sally Kendall. She thanked them for taking on this important work.

Amy made a motion was made to adjourn and Jane seconded it.

The meeting was adjourned at 1:15 pm.

Church Council Report and Vital Statistics - 2023

The Church Council acts on behalf of the congregation between meetings of the congregation. It is the coordinating body for all Ministry Teams in the Church and the primary source for leadership and guidance in all issues that pertain to policies and procedures. It is responsible for making and approving financial decisions and financial matters not expressly delegated to the Ministry Teams or covered by the Ministry Teams' annual budget. The Church Council works closely with the Ministry Teams in envisioning and goal setting for the good of the broader church. It also deals with any other personnel issues that arise and that may require a change in employee status, and it may also charter organizations and provide a liaison to those organizations.

The Council consists of the following members:

The Chairs of each of our five Ministries: Administration (Tracey Coutts), Finance (Monte Montalbano), Mission and Outreach (Diane Thompson), Spiritual Life (Beki Auclair), and Christian Education (Sarah McGarry).

The Officers of the Church: Moderator (empty), Clerk (empty), Treasurer (Ilse Sigmund), and the Financial Secretary (Sandy Gallup).

The Minister (Mark Wilson)

Two Members-At-Large (Holliday Rayfield and Laura Caffry)

The Council meets monthly, on the third Tuesday of each month, at 7:00 p.m. (This year, we took July off). Every month, we receive and act upon reports from each of the Ministries of the Church, the Pastor, the Moderator, the Treasurer, and the Financial Secretary.

This year, Ilse Sigmund steps down from her role as Treasurer & Sarah McGarry steps down from the Christian Education Ministry.

In 2023, our big projects were the following:

Formed a Music Search Committee in anticipation of Dorothy's retirement in 2024.

Prepared for and celebrated Stanley & Dorothy Peck's retirement from the Bottles and Cans Mission.

Redefined the process for collecting & redeeming bottles and cans; worked out a plan with Rascals Redemption for weekly collections from the rented container located behind building.

Planned for Dorothy Peck's retirement service.

Requested ARPA funding for an ADA compliant ramp at the bank entrance of the building; began construction of the ramp (expected completion summer 2024)

Replaced the building's heating system.

Resurfaced the driveway & parking lot.

Promoted the Village Meeting House with new signage, distinct website presence.

Streamlined the process for reserving Village Meeting House (VMH) & Sanctuary space to ensure proper documentation and fees are collected.

Created a space for our children in the sanctuary so they are part of Sunday worship services.

After input from all, constructed the 2024 Draft Budget.

In 2023 the Village Meeting House and Church Sanctuary were used by many different groups.

For the Arts:

Mad River Chorale rehearsals and performances (2)
Songbird Project Performance
Two Art Shows through our Arts Team

For Seniors:

The Arthritis Foundation (Senior exercise classes)
CVCOA Tai Chi for Seniors
The MRV Senior Center (Yoga)

For Youth:

Cooking Classes for Youth with Marci Lutsky (17)
"Musical Munchkins" Classes with Andrea Soberman (21)
Joslin Library Halloween Concert
Mad River Scouts
Clown Classes for Youth with Bobby & Kolleen Kintz (12)
WES Garden Club | Cooking Class
WES PTA | Cooking Class (3)

For Community / Support:

Transgender Day of Remembrance
Private Events (5)
Alcoholics Anonymous
Green Mountain Stage Race Registration Site (2)
Indivisible MRV Meeting (3)
MRV Interfaith Council Annual Turkey Basket assembly and distribution
Chicken Pie Supper fundraiser
The Red Cross (blood drives) (2)
Mad River Valley Anti-Racism Initiative (MRVARI)
ShareMRV Workshops (2)
WindowDressers Community Build

MRV Community Fund Office and Board Meetings
Mad River Valley Interfaith Council Meetings
Waitsfield Planning Committee
Downstreet Water Project Meeting
Rotary International (9)
Local Condo Association Annual Meetings (2)

Vital Statistics:

Funerals (4)
Anne Stoddard, a church Friend, held at the church
Joy Ann Marie Baumeister Wachtell and George Wachtell, community members, at the Warren Cemetery

Anne Mehuron Dumas, a church Member, at Waitsfield Common Cemetery
Anne Wallis Bull, a church Member, held at the church

Weddings (1)

Rev. Mark performed one wedding in 2023, for a church couple - Charlotte Caffry Randall and John McCubrey - at the Mad River Barn

Baptisms

There were no baptisms in 2023.

Confirmation

There were no confirmations in 2023.



Waitsfield United Church of Christ

Profit & Loss Budget vs. Actual

January - December 2023

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
4100 Pledges	90,861.50	109,310.00	-18,448.50	83.12 %
4120 Advance Pledges	14,103.00	0.00	14,103.00	
4130 Non-Pledged Gifts	4,954.00	3,000.00	1,954.00	165.13 %
4140 Plate Offerings	3,464.75	4,000.00	-535.25	86.62 %
4300 Church Usage Fees	9,346.58	6,000.00	3,346.58	155.78 %
4400 Fund Raising Income				
Chicken Pie Supper	2,534.34	1,500.00	1,034.34	168.96 %
Total 4400 Fund Raising Income	2,534.34	1,500.00	1,034.34	168.96 %
4500 Bottle & Can Returns	20,656.12	20,000.00	656.12	103.28 %
4600 Mission Team Fund Income				
5 for 5 Mission Income	1,119.00	0.00	1,119.00	
Blanket Sunday - CWS	516.69	0.00	516.69	
CST Donations		0.00	0.00	
Total 4600 Mission Team Fund Income	1,635.69	0.00	1,635.69	
4800 Investment Income	27,680.00	27,680.00	0.00	100.00 %
4810 Money Market & CD interest	1,010.73	120.00	890.73	842.28 %
Arts Exhibit, Donation, Grant		3,000.00	-3,000.00	
Flower Income	104.99		104.99	
Miscellaneous	150.00	500.00	-350.00	30.00 %
Total Revenue	\$176,501.70	\$175,110.00	\$1,391.70	100.79 %
GROSS PROFIT	\$176,501.70	\$175,110.00	\$1,391.70	100.79 %
Expenditures				
5100 Mission & Outreach	500.00		500.00	
5 for 5 Missions	1,119.00	0.00	1,119.00	
Interfaith - ThnksBaskets		4,250.00	-4,250.00	
OCWM	2,500.00	2,500.00	0.00	100.00 %
Other Local Mission	18,309.74	14,750.00	3,559.74	124.13 %
Shelters	2,000.00	1,000.00	1,000.00	200.00 %
Special Offerings	516.69	0.00	516.69	
Total 5100 Mission & Outreach	24,945.43	22,500.00	2,445.43	110.87 %
5200 Board of Deacons	200.00		200.00	
Choir Director Salary	5,000.04	5,000.00	0.04	100.00 %
Copyright Fee / License	1,124.00	1,000.00	124.00	112.40 %
Fellowship Hour	337.87	500.00	-162.13	67.57 %
Musical Professional Develop.	50.00	200.00	-150.00	25.00 %
Organist Salary	6,200.01	6,200.00	0.01	100.00 %
Piano Tuning	4,688.50	1,000.00	3,688.50	468.85 %
Sheet Music	55.79	500.00	-444.21	11.16 %
Substitute Musician Fees	2,050.00	2,250.00	-200.00	91.11 %

Respectfully submitted,

Alse Sigmund, Treasurer

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Supply Pastors	600.00	1,200.00	-600.00	50.00 %
Worship Supplies	506.03	750.00	-243.97	67.47 %
Total 5200 Board of Deacons	20,812.24	18,600.00	2,212.24	111.89 %
5300 Minister				
Continuing Education	259.00	1,000.00	-741.00	25.90 %
Fica/Mdc Contribution	5,765.64	5,765.55	0.09	100.00 %
Health Care / Dental Premium		0.00	0.00	
Housing Allowance	18,999.95	21,586.61	-2,586.66	88.02 %
Life/Disability Policy (FPP)	1,145.20	1,130.50	14.70	101.30 %
Pension	10,687.59	10,551.33	136.26	101.29 %
Professional Expenses		500.00	-500.00	
Sabbatical Fund Contribution	1,200.00	1,200.00	0.00	100.00 %
Salary	53,966.64	53,966.52	0.12	100.00 %
Total 5300 Minister	92,024.02	95,700.51	-3,676.49	96.16 %
5400 Finance				
Capital Maintenance Fund Contri	1,200.00	1,200.00	0.00	100.00 %
Church Building				
Custodial	4,503.75	6,000.00	-1,496.25	75.06 %
Electricity	1,942.88	2,500.00	-557.12	77.72 %
Heat	6,744.00	6,744.00	0.00	100.00 %
Insurance	14,010.00	14,358.00	-348.00	97.58 %
Maintenance/Repair	8,362.16	3,500.00	4,862.16	238.92 %
Sanding	381.50	1,200.00	-818.50	31.79 %
Snowplowing	1,500.00	1,500.00	0.00	100.00 %
Supplies	1,038.32	400.00	638.32	259.58 %
Telephone	2,072.12	2,000.00	72.12	103.61 %
Town Water	1,203.60	1,300.00	-96.40	92.58 %
Trash Removal	412.75	500.00	-87.25	82.55 %
Total Church Building	42,171.08	40,002.00	2,169.08	105.42 %
Stewardship	385.49	1,200.00	-814.51	32.12 %
Total 5400 Finance	43,756.57	42,402.00	1,354.57	103.19 %
5500 Christian Education				
Adult Study	147.77	250.00	-102.23	59.11 %
Church School		200.00	-200.00	
Confirmation Class		0.00	0.00	
Sunday School Providers	928.30	1,440.00	-511.70	64.47 %
Supplies	110.62	400.00	-289.38	27.66 %
Total 5500 Christian Education	1,186.69	2,290.00	-1,103.31	51.82 %
5800 Administration - Church Council				
Building Admin - Salary	1,150.00	5,500.00	-4,350.00	20.91 %
Employer Expenses				
6560 Payroll Expenses	285.60	640.00	-354.40	44.63 %
Worker's Compensation Insurance	465.00	440.00	25.00	105.68 %
Total Employer Expenses	750.60	1,080.00	-329.40	69.50 %
Merchant Fees	1,343.21		1,343.21	
Miscellaneous	309.68	500.00	-190.32	61.94 %
Office Supplies	706.29	500.00	206.29	141.26 %
Photocopier Lease	1,050.16	1,700.00	-649.84	61.77 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Software / Subscriptions	702.95	375.00	327.95	187.45 %
Communications	188.88	192.00	-3.12	98.38 %
Website	379.68	325.00	54.68	116.82 %
Total Software / Subscriptions	1,271.51	892.00	379.51	142.55 %
UCC Per Capita Dues	1,494.15	1,508.38	-14.23	99.06 %
VT Conference Delegates, meetin	278.90	75.00	203.90	371.87 %
Washington Assoc. Dues		100.00	-100.00	
Total 5800 Administration - Church Council	8,354.50	11,855.38	-3,500.88	70.47 %
5910 Arts Team	546.72	5,350.00	-4,803.28	10.22 %
5920 Ramp Project - 2023	274.63		274.63	
5930 Music Search - 2023	610.10		610.10	
Payroll Expenses				
Taxes	502.27		502.27	
Total Payroll Expenses	502.27		502.27	
Total Expenditures	\$193,013.17	\$198,697.89	\$ -5,684.72	97.14 %
NET OPERATING REVENUE	\$ -16,511.47	\$ -23,587.89	\$7,076.42	70.00 %
Other Revenue				
Realized/Unrealized Gain (Loss)	50,750.11		50,750.11	
Total Other Revenue	\$50,750.11	\$0.00	\$50,750.11	0.00%
NET OTHER REVENUE	\$50,750.11	\$0.00	\$50,750.11	0.00%
NET REVENUE	\$34,238.64	\$ -23,587.89	\$57,826.53	-145.15 %

Waitsfield United Church of Christ

Balance Sheet

As of December 31, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
NSB Checking (1748)	5,733.12
NSB Debit Cards (8031)	2,105.83
NSB Money Market (9070)	0.00
Anthem Funds	1,519.76
Building Fund	11.10
Capital Improvements Fund	4,938.02
Community Dinners	2,909.41
CST	808.45
General Savings	61,971.31
Memorial Fund	4,475.88
Pastor's Sabbatical	1,622.62
Scholarship Fund	505.96
Sound System	7.17
Total NSB Money Market (9070)	78,769.68
NSB Schol Fund CD (3976)	8,978.29
PayPal	-21.09
Total Bank Accounts	\$95,565.83
Total Current Assets	\$95,565.83
Fixed Assets	
Land (purchased 2012)	36,839.28
Total Fixed Assets	\$36,839.28
Other Assets	
Stock	0.00
PAX Parsonage Escrow	34,221.31
Total Stock	34,221.31
Vanguard Endowment Account	644,850.00
Total Other Assets	\$679,071.31
TOTAL ASSETS	\$811,476.42
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100 Payroll Liabilities	79.65
VT Unemployment Tax	-68.93
Total 2100 Payroll Liabilities	10.72
Total Other Current Liabilities	\$10.72
Total Current Liabilities	\$10.72
Total Liabilities	\$10.72
Equity	

	TOTAL
3000 Opening Bal Equity	154,602.97
3900 Retained Earnings	84,597.52
Trustees' Accounts-Equity	538,026.57
Net Revenue	34,238.64
Total Equity	\$811,465.70
TOTAL LIABILITIES AND EQUITY	\$811,476.42

**Waitsfield United Church of Christ
Village Meeting House**

**Financial Addendum
December 31, 2023**

For Informational Purposes:

A. Funds added to Money Market Account from Checking

Capital Improvements Fund	1,200.00
Pastor's Sabbatical	1,200.00
Total	2,400.00

B. Funds moved from MM to Checking Account

Bottles & Cans	5,125.35
Building Maintenance/Repair	6,862.00
Total	11,987.35

C. Funds added to MM from Memorial Scholarship CD

Memorial Scholarship	954.07
Total:	954.07

D. Funds Transferred within Money Market Accounts

Bottles & Cans (closed) to General Savings	199.83
General Savings to Anthem Fund (new)	1,519.76



Waitsfield United Church of Christ

2024 *Draft* Budget
January - December 2024

	TOTAL
<hr/>	
Revenue	
4100 Pledges	115,000.00
4120 Advance Pledges	0.00
4130 Non-Pledged Gifts	3,000.00
4140 Plate Offerings	3,500.00
4300 Church Usage Fees	9,000.00
4400 Fund Raising Income	
Bottle & Can Returns	20,000.00
Chicken Pie Supper	2,500.00
Total 4400 Fund Raising Income	22,500.00
4600 Mission Team Fund Income	
5 for 5 Mission Income	0.00
Blanket Sunday - CWS	0.00
Total 4600 Mission Team Fund Income	0.00
4800 Investment Income	28,685.00
4810 Money Market & CD interest	500.00
Total Revenue	\$182,185.00
GROSS PROFIT	\$182,185.00
<hr/>	
Expenditures	
5100 Mission & Outreach	
5 for 5 Missions	0.00
Loads of Love	10,400.00
OCWM	2,500.00
Other Local Mission	12,000.00
Total 5100 Mission & Outreach	24,900.00
5200 Board of Deacons	
Choir Director Salary	7,000.00
Copyright Fee / License	1,000.00
Fellowship Hour	500.00
Musical Professional Develop.	200.00
Organist Salary	7,000.00
Piano Tuning	800.00
Sheet Music	250.00
Substitute Musician Fees	2,250.00
Supply Pastors	1,250.00
Worship Supplies	500.00
Total 5200 Board of Deacons	20,750.00
5300 Minister	
Continuing Education	500.00
Fica/Mdc Contribution	5,936.40
Health Care / Dental Premium	0.00

	TOTAL
Housing Allowance	20,000.00
Life/Disability Policy (FPP)	1,164.00
Pension	10,864.00
Professional Expenses	250.00
Sabbatical Fund Contribution	1,200.00
Salary	57,600.00
Total 5300 Minister	97,514.40
5400 Finance	
Capital Maintenance Fund Contri	5,000.00
Church Building	
Custodial	6,000.00
Electricity	2,500.00
Heat	6,744.00
Insurance	15,500.00
Maintenance/Repair	2,000.00
Sanding	1,200.00
Snowplowing	1,500.00
Supplies	1,200.00
Telephone	2,000.00
Town Water	1,300.00
Trash Removal	500.00
Total Church Building	40,444.00
Stewardship	0.00
Total 5400 Finance	45,444.00
5500 Christian Education	
Adult Study	50.00
Confirmation Class	0.00
Supplies	400.00
Total 5500 Christian Education	450.00
5800 Administration - Church Council	
Building Operations - Salary	10,000.00
Employer Expenses	
Worker's Compensation Insurance	500.00
Total Employer Expenses	500.00
Miscellaneous	400.00
Office Supplies	500.00
Photocopier Lease	600.00
Software / Subscriptions	960.00
Communications	192.00
Website	399.00
Total Software / Subscriptions	1,551.00
UCC Per Capita Dues	1,643.40
VT Conference Delegates, meetin	300.00
Washington Assoc. Dues	100.00
Total 5800 Administration - Church Council	15,594.40
5910 Arts Team	700.00
Payroll Expenses	
Taxes	900.00
Total Payroll Expenses	900.00

	TOTAL
Total Expenditures	\$206,252.80
NET OPERATING REVENUE	\$ -24,067.80
NET REVENUE	\$ -24,067.80

Annual Investment Report - January 10, 2024

To: Church Council, Waitsfield United Church of Christ

From: Trustees of Investment Funds

RE: Annual Investment Report

The WUCC maintains two categories of funds which are invested in Vanguard mutual funds representing a 53/47 mix of stock equities and bonds, which are positioned toward “socially responsible” investments. This strategy has historically seen stable investment gains that are utilized by the Church to further its work in the community. Over the past several years, 4% to 5% of the investment portfolio has been distributed in this manner. In 2023, the benchmark S&P 500 index increased 24%, and our portfolio posted an investment return of 13% as bond yields were less than equity gains. Our 3-year average return is 4% chiefly due to negative returns suffered in 2022.

Endowments

Endowment Funds represent the traditional category of funds managed by the Trustees. As of December 31, 2023, Endowment Funds totaled \$332,743 compared to \$308,442 a year earlier. During 2023 the distribution to Church operations was \$14,284; and for 2024 this figure will be \$14,803 which represents 4.4% of the fund balance as of year-end. This percentage compares to 4.5% in 2023.

The Endowment Funds are the result of bequests to the Church and some of these monies are targeted toward certain aspects of Church mission. As noted below, the monies are segregated for designated purposes (balances as of 12/31/23):

Facilities	\$84,117.36	25.3%
Ministry	\$27,967.03	8.4%
Music	\$10,947.57	3.3%
General	\$209,710.77	63.0%
	\$332,742.72	100.0%

Parsonage

In 2021 the Trustees were asked to invest proceeds from the sale of the Church Parsonage in a similar manner as has been done with the Endowment Funds for the past several years. The net proceeds of this sale were invested in the same Vanguard products as the Endowment Funds. As of December 31, 2023, the Parsonage Funds totaled \$312,107, compared to \$289,314 a year earlier. The distribution of these funds to the Church operating budget in 2024 will be at the same percentage as the Endowment funds yielding \$13,882, representing an increase from \$13,396 in 2023.

As of December 31, 2023, the combined value of the Trustees Investment Funds (Endowment plus Parsonage) was \$644,850.

2023 Financial Secretary Annual Report

Our Church's primary revenues are pledges, non-pledge donations, worship offering, fundraising, building usage, bottle & can returns and mission programs. As financial secretary, I make the deposits, track types of revenue and administer the congregation pledge activity.

To summarize the information in the chart below; We budgeted \$116,310 in pledge, non-pledge, and plate revenue for 2023. We actually brought in \$120,237 which is 102% of our projection. Revenue exceeded the budget in Pledges and Non-Pledge but Plate revenue was less than budgeted. Our congregation and the community continue to be generous in supporting our WUCC Village Meeting House and its mission.

Bottles & Cans revenue continues to be high at \$21,755. Building Usage revenue was \$9,600 which was a quite a bit more than the \$6,000 that was budgeted. Our major fundraising revenue was from the chicken pie supper at \$3,073 (gross, not net of expenses). We received \$14,000 in grant money from the Town to pay for preliminary work on our new ramp construction project.

We have a 17 of members taking advantage of our monthly automatic payment system through bank account withdrawals and credit card charges. We also have a PayPal account that receives donations. We established a new, online SQUARE account to make it easy for organizations and individuals pay church usage fees. These three online services are a great convenience to both members, the community and the Church.

Please let me know if you are interested in initiating these types of payments. Also, there is a drop box by the back door of the church to receive donations, pledges and any mail that you would like to share with me. Thank you for your continued support as I strive to accurately track our church revenues. And, as always, let me know if you have any concerns or questions regarding your donations.

Respectfully submitted,

Sandy Gallup
Financial Secretary

FINANCIAL SECRETARY REPORT

12/31/2023

100%

Total Pledge, Non-Pledge & Plate 2023 Budget = \$116,310

Total Actuals thru 12/31/2023 \$120,237

At 100% of the year we have received 103% of the budget

Bottles & Cans is at 109% of the budget

Pledges	2023 Pledges Rec'd in 2022	Q1	Q2	Q3	Q4	Total	
Budget	\$21,000	\$22,078	\$22,078	\$22,078	\$22,078	\$109,310	
Actual	\$21,000	\$24,356	\$22,603	\$22,037	\$21,888	\$111,884	102%

Non-Pledge		Q1	Q2	Q3	Q4	Total	
Budget		\$750	\$750	\$750	\$750	\$3,000	
Actual		\$840	\$224	\$2,220	\$1,605	\$4,889	163%

Plate		Q1	Q2	Q3	Q4	Total	
Budget		\$1,000	\$1,000	\$1,000	\$1,000	\$4,000	
Actual		\$452	\$274	\$564	\$2,175	\$3,465	87%

Bottles & Cans		Q1	Q2	Q3	Q4	Total	
Budget		\$5,000	\$5,000	\$5,000	\$5,000	\$20,000	
Actual		\$4,647	\$5,914	\$6,189	\$4,021	\$21,755	109%

Fundraising (Gross)	
Yard Sale	\$0
	\$0
Chicken Pie Supper	\$3,073
Town Meeting Lunch	\$0
Pointsettias	\$333
Merry Market	\$0
Total	\$3,406
Mission	
One Great Hour	\$305
Blanket Sunday	\$517
Strengthening Church	\$250
Backpacks	\$0
Hungry Bags (Shaw bags)	\$0
Neighbors in Need	\$269
New Vermont Family	\$350
XMAS Fund	\$295
Total	\$1,986

ADVANCE PLEDGES	\$14,103
Misc.	
Building Use/Rent	\$9,600
Community Dinners	\$0
Art Donations/Sales/Festival	\$212
Ramp Grant Proceeds	\$14,000
Easter Flowers	\$330
Music Donations	\$2,925
Funerals	\$175
Transfer-Capital Campaign	\$0
Vt Conf Grant-Clergy Caring	\$0
Christmas Flowers	\$0
Hygiene Kits	\$80
Music Minsitry Memorial	\$150
Interfaith Council Donation	\$0 in and out

Chart A: Elections to be made at this meeting:

Name	Elected Position	New Term Ends
Karen Nevin	Moderator	2/2026
Monte Montalbano	Treasurer	2/2026
	Clerk	2/2026
	Christian Education	2/2026
Diane Thompson	Mission and Outreach	2/2026
Susan Klein	Trustee of Investments	2/2026
Andy Cook	Finance Ministry	2/2026
Di Gauthier	Auditor	2/2025
	Vermont Conference UCC Delegates (2)	2/2025

Chart B: After Elections, the elected positions are as follows:

Name	Elected Position	New Term Ends
Karen Nevin	Moderator	2/2025
Beki Auclair	Ministry of Spiritual Life	2/2025
Sandy Gallup	Financial Secretary	2/2025
Monte Montalbano	Treasurer	2/2026
	Christian Education	2/2024
Diane Thompson	Mission & Outreach Ministry	2/2026
Andy Cook	Finance Ministry	2/2026
Tracey Coutts	Administration Ministry	2/2025
	Clerk	2/2026
Laura Caffry	Member at Large	2/2025
Holliday Rayfield	Member at Large	2/2025
Andy Cook	Trustee of Investments	2/2025
Susan Klein	Trustee of Investments	2/2027
Doug Graham	Trustee of Investments	2/2026
Di Gauthier	Auditor	2/2025
	Vermont Conference UCC Delegates	2/2025

Terms: Officers & Members at Large 2year; Trustees 3 years; Delegate/Auditor 1 year
 Pastoral Relations Committee: Susan Graham, Paul Willard, Laura Caffry

Pastor's Annual Report 2023

From my perspective, 2023 was a year of big transitions in the life of the church . . .

The biggest transition was the conclusion of the 40-year (!) music ministry of Dorothy Peck, on Sunday, January 7, 2024. Dorothy was not only our Music Director, she had served this church in almost every capacity during her time here, and her leaving us creates a huge spiritual and leadership void. The process leading up to that day started in 2022 with the announcement of Dorothy's retirement, and continued through 2023 with the formation of the Music Director Search Committee. I am pleased with what God has done through this Committee, and how God has moved in the heart of Brian Copple to accept the call to be our next Music Director. The commencement of his ministry with us will also be a big transition. I look forward to working with Brian and the choir to sing God's praises in 2024!

Acting on the Ministry Evaluation Surveys from 2022, we hired a Building Administrator early in 2023, but the position never really took, and the person we called to serve also left the area without settling into the position. After that experience, we did not try to re-fill the position, and so some of that work went to other volunteers, some fell through the cracks, and some went to me. I am grateful that 2023 saw a resurrected Nominating Committee to help us be more deliberate in finding folks to do the work of the church, but even having a Nominating Committee is something that hasn't happened in many years. Sometimes returning to trusted church work - after covid, say - is also a transition time.

2023 was the year we secured an ARPA Grant from the Town of Waitsfield to construct an accessibility ramp that had remained undone from our big renovation in 2018. We got the footings and foundation in, but had to stop construction when cold weather set in. We look forward to completing this project in 2024.

2023 was the year we transitioned away from a small Bottles and Cans shed to a larger shipping container that holds a week's worth of returnables. Stan and Dorothy Peck collected and returned their last nickel this year - after almost 10 years! - and we watched as the B and C program transitioned into a weekly pick-up by Brandon Fuller of Rascals Redemption, Hinesburg.

2023 was the year our CE program transitioned away from a weekly Sunday school and/or child care offering, to a section in the rear of the sanctuary where our young folks can read, do art projects, and play: being with us in worship while also doing their own thing. 2023 saw the removal of some pews in the sanctuary to make room for this "pray place" for the kids, as well as accessibility seating for differently abled folk.

2023 featured new heating system controls in the building, a new parking lot, and new driveways.

2023 was the year Christ came to us in the form of New Vermonters. Bless you all for your work in helping them transition to being in a colder climate, and for having their immediate needs met - the biggest of which was the purchase of a car. Many thanks!

2023 was the year when our cleaning service went out of business, and we found a new one, just in time for Christmas and Dorothy's last service. It was also the year that Trish and I got engaged! We will be married in the church July 20, 2024. We are grateful for your support and blessings as we make our way to this milestone; its own big transition in our lives.

If 2023 was a year of transition, 2024, for me, is going to be a year of letting go. I am working with the Church Council, Pastoral Relations Committee, and Nominating Committee, to help shift some of the administrative

work of the church on to volunteers and/or paid staff (though see the second paragraph, above - we've been here before). I am grateful for those who have stepped into leadership positions in the church, and I pray this bodes well for the months ahead.

In 2024 I will finish my term on the Vermont Conference Ministerial Standing and Standards Committee, where I have served as Co-Chair of the Committee, and Chair of Members in Discernment. I will remain active in the Conference in the new Pastoral Preparation Program. I will continue to serve this community as Vice President of the MRV Interfaith Council, as a member of the MRVIC Executive Committee, the convener of the Community Pantry Team, a member of the Emergency Grant Team, and the intake person on the Emergency Grant Team until Rev. Erin Reardon returns from sabbatical in April.

Respectfully Submitted,
Rev. Mark D. Wilson, Pastor

ADMINISTRATION MINISTRY CHAIR ANNUAL REPORT

Nominating Committee: Diane Thompson, Laura Caffry, and Tracey Coutts met with Rev. Mark to review the 2024 positions that needed to be filled. Attached is the Nominating Slate for the Annual Meeting February 4, 2024.

Communication Team:

Newsletter - Karen Nevin will need to be replaced as Editor of the Newsletter as she assume her role as Moderator.

Bulletins - Tracey Coutts continues to prepare and copy the weekly Worship Service Bulletins. She will need to train someone to copy the bulletin when she is not available to do so.

VR/Website/VMH - Susan Klein, Ilse Sigmund, and Tracey Coutts met with Rev. Mark in May 2023 to review strategy in promoting use of VMH going forward. Ilse had put into place a system to review availability, booking, and billing of VMH.

Support Team:

Annual Report - Karen Nevin will need to be replaced as preparer of our Annual Report.

Record Keeping - Rick Rayfield has done the report on History and Inventory.

2023 AUDITORS REPORT

January 10, 2024

I have audited the books of Financial Secretary and Treasurer for the year 2023 and found them to be in order.

Respectfully submitted

Diana Gauthier

2023 Bottles and Cans Team Report

After 9 years, the Bottles and Cans Team held its final meeting in December. The Church Council decided to include both the revenue and the expenses of the mission program in the general fund operating budget for 2024. This means that the B&C revenue will no longer be tied to the program’s expenditures as it has been in the past.

In November, Stan and Dorothy Peck completed their retirement from the B&C operations. Over the last 9 years \$128,000 has been raised (and spent) with the redemption of bottles and cans.

The remaining members of the team, Pat Folsom, Susan Burbank and Sandy Gallup have agreed to join the Church’s mission team and they will help with the decisions to spend the funds appropriated for mission programs.

A summary of the 2023 financial transactions are as follows:

Balance Forward 01/01/2023	\$	5,325
Bottles & Cans Revenue Jan-Dec	\$	<u>21,755</u>
Available Funds in 2023	\$	27,080
Expenses:		
Loads of Love Laundry	\$	(7,200)
Hartshorn Farm CSAs	\$	(3,150)
Requests from families/school nurses	\$	(3,246)
Mad River Valley Clergy Council	\$	(2,000)
Shelters	\$	(2,000)
Individuals in need	\$	(2,000)
Gas & Food support	\$	(1,869)
New Vermont Family	\$	(1,400)
Child care center requests	\$	(912)
Downstreet rent	\$	(650)
Mad River Valley Senior Ctr	\$	(500)
Bethany Church flood relief	\$	(500)
Container Expense	\$	<u>(1,099)</u>
Balance of Funds 12/31/2023	\$	<u>554</u>

The balance of funds will be moved to the Church’s General Fund. This is the last annual report for the Bottles & Cans Team. The 2024 mission activity will be reported in the Mission Team’s report.

Sandy Gallup
Council Representative to the Bottles & Cans Team

2023 Christian Education Report

This year brought changes to our Christian Education program for our young folks. We started the year by offering childcare during worship through the end of the school year. We found that attendance was uneven, and that many of our volunteers were stretched as they also felt called to other church tasks and roles. To better serve our church community, we created space for children to join us in worship. We created physical space by adding tables, chairs, books and drawing supplies to the back of the sanctuary, and by updating worship bags for children who want to sit with their families in the pews. Spiritually, we welcomed them as members of our faith community, just as they are, with all the noises and wiggles they bring.

The downstairs play area remains available with toys, books, and games, for anyone needing to take a break. There is funding in the 2024 budget to keep both childrens' areas stocked with supplies, but for this year we've let go of Sunday School curriculum funding. This can certainly be revisited in future years, with the changing needs, interest, and availability of our children and our volunteers. In the meantime, opportunities exist to continue to offer special-occasion childcare, such as our Halloween Party in 2023. There are also opportunities to continue to fellowship with families in the Warren church - this year, four Waitsfield families participated in Warren's live nativity during their December 17 worship service. We hope to continue to look for ways to serve the children we have, with the resources we have, in 2024 and beyond.

Christian Education isn't just for young folks, of course. We offered three adult ed opportunities in 2023: "This Here Flesh" by Cole Arthur Riley through Advent of 2022 and into the Season of Epiphany 2023; Gregory Boyle's "Tattoos of the Heart" in the spring; and a Bible Survey Class using Marcus Borg's "Reading the Bible Again for the First Time" in the fall.

Whether you attended an adult ed class, helped with childcare, welcomed the kids into worship, or just managed to get your family out the door on Sunday mornings...thank you for your part this year in nurturing our kids, and each other, in this community of faith.

Respectfully submitted,

Sarah McGarry

Facilities Report 2023

I want to thank everyone seen and unseen who helped take care of our Church facilities this year. How blessed we are to have them (The facilities and the volunteers)! A few special shout outs...

Ryan McGarry, who along with Bob "Skipper" Conrad were always ready to lend a hand when called on! Thank you, guys.

To the Ramp Committee who designed the plan, submitted for the ARPA funds, and spent a lot of their time on this project this year, with hopeful conclusion this Spring. Thank you, Bill Gallup, Sandy Gallup, Skipper and Drew Cunningham.

Stanley Peck for resurfacing our driveway and of course Vince Gauthier because I'm sure he did a lot in some way or another

And unfortunately, I really to thank our own Pastor Mark who spends far too much time on the day to day upkeep and maintenance. Thank you, friend.

Chair of the Finance Ministry
Andrew "Monte" Montalbano

Fundraising Report 2023

We held our annual Chicken Pie Supper on October 21 with full support from the congregation. Once again, it was take-out only where people could reserve a meal through Sign-up Genius or by calling the church. Due to the ramp construction, we moved the take-out window to a side window in the Fellowship Hall that could be easily accessed by people coming in the driveway. It worked quite well for those packing the meals to have the extra room as they had the space to set up tables. Our proceeds after expenses was \$2534.34. Thank you for all the donations and to the volunteers who made things run smoothly.

Diane Thompson, Holliday Rayfield, Jane Cunningham

Report of the Historian - 2023

Memorial Scholarship Fund Report

This scholarship is available for post-high school students for further education programs: college, university or trade school.

The funds were donated in the past as memorial gifts for the purpose of helping students continue their education. Scholarships are \$500 per individual with the limit of one-time.

There is an application process for these gifts. All students with a connection to the WUCC may apply. More information about the process and ways to support the fund are available by speaking with a council member.

Jean Joslin, Chair
Memorial Scholarship Fund

Mission Report 2023

As always, a mission is presented on average of once a month throughout the year.

We supported all **5 for 5** UCC missions.

In February, we had a "Giving from the Heart - **Hungry Bag**" collection for our local MRV Community Pantry. We received food, cash, and gift card donations around Valentine's Day.

We participated in the Church World Service **CWS Blanket Sunday** on Easter. We also thank the Sunday School students and teachers for their participation in the **CWS Hygiene Kit** collection.

We supported our **PINS** Partners at the Department of Children and Families for "Back to School" with backpacks, supplies, and gift cards. In December, we received generous donations of gift cards that will primarily be used for children in Foster Care and other DCF programs. Thank you to Susan Graham for being our contact person with DCF. The staff at DCF and their recipients appreciate our support!

Loads of Love continues from 2:00-4:00 pm every Wednesdays at the Waitsfield Laundromat and is much appreciated by all who use it. The funds for this program have come from our Bottle & Cans Mission. However, in 2024, this will be covered under our mission budget. Thank you to all who volunteered at the laundromat and to the Bottle & Cans committee! Pat Folsom, Sandy Gallop, and Susan Burbank who are currently on the Bottle and Cans committee, will now join the mission team to continue supporting our missions.

	2022	2023
5 for 5 Missions:		
One Great Hour of Sharing	160	305
Neighbors in Need	257	269
Strengthen the Church; Invest in Vision	165	250
Christmas Fund Offering	260	295
Our Church's Wider Mission: from budget	2500	2500
"Hungry Bags" for pantry: 11 bags @ \$25, gift cards \$175, cash \$40	553	490
Church World Service: Blanket Sunday	283	517
Hygiene Kits: 39 kits @ \$15 & cash donations	...	585
PINS Backpacks & school supplies	1150	895
18 bags packed with supplies- approx. value \$40 each (plus gift card donations of \$175)		
Christmas Gift card donations value:	425	935
UCC HOPE Fund of the Vermont Conference	230	...
	Total:	\$7,041
	\$5983	

Respectfully Submitted by Mission Committee
Diane Thompson for Pat Folsom and Susan Graham

Music Director Search Committee

The Music Director Search Committee formed at the beginning of 2023 to start our search for a new director for our thriving choral music program. We met as needed throughout the year, creating and placing advertisements locally and through the American Guild of Organists. We approached our top contender and eventually made an offer that was accepted in September. With Deacons and Council approval, we welcome Brian Copple to our church community. Brian has over thirty years of experience working in church musician roles as music director, organist, choral and instrumental conductor, liturgist and cantor. His expected arrival is the Winter 2024. Our Team organized a choir/new director Zoom meet and greet in later November. Many thanks to Sally Kendall (secretary), Allison Noel Lewis, Rick Rayfield, Andrew (Monte) Montalbano and Mark Wilson for their dedicated work and steadfast prayers toward bringing our new music director to our church community.

Respectfully submitted, Jane Cunningham (chair)

Pastoral Relations Committee - 2023 Annual Report

The United Church of Christ outlines the work of a Pastoral Relations Committee as “a standing committee in a local church that seeks to support and maintain an open and healthy relationship between pastor and members of the congregation.” With that in mind, our committee met with Mark a number of times this past year to openly engage in discussion regarding Mark’s successes and challenges. For the third year in a row we sent out a Pastoral Evaluation and Congregation Evaluation form to our faith families and friends. The purpose was to help Mark be a most effective pastor and to help all of us in our relationship with our pastor. Approximately 40 forms were returned with many thoughtful remarks that were strongly positive. In response to the survey Mark ranked 90-100% effective or good in most every category. We thank you for your continued participation

We also spent time talking about salary, considering the guidelines from the Vermont Conference of the United Church Christ and made recommendations to the Church Council for 2024.

It has not gone unnoticed that in a world where church attendance is declining, our attendance is increasing with a number of new young folks joining us. It’s good to see the vitality and faith they bring to our community. We thank Mark for his leadership, his humor, his sensitivity, his beloved, and his faithful ministry to the Waitsfield United Church of Christ. Thank you Mark!

Sincerely,
Paul Willard

PRC Committee Members
Susan Graham, Laura Caffry and Paul Willard

Ministry of Spiritual Life Annual Report from the Board of Deacons

Submitted by Pam Barnard and Beki Auclair
January 2024

This was a busy year for the Deacons as we strive to support the spiritual life of the church, its pastor, members and friends. To us, spiritual life means the ways that we are all connected to the church, the wider community and to God. Our hope is that each of us feels seen, heard, welcomed, affirmed and nourished in our connections. Reverend Mark's guidance and wishes are essential to all that we do. Here are some of the ways we worked toward that end in 2023:

- We facilitated the process of opening up the worship space to make it more accessible and welcoming. We now have open space in the front of the church with a rug for story hour. We also have space in the back
- and along one side, as well as a children's area with a table, books, toys and art materials. Each of these spaces can be converted to seating for people who use assistance for their mobility, or we can quickly add chairs if needed during worship or a special event. People who use walkers and wheelchairs use these spaces regularly, which is a blessing.
- A few Deacons have been involved in organizing monthly Second Sunday Potlucks after worship. This has been an important opportunity for the church to gather and have time to visit, nourishing each other spiritually and physically.
- We work in covenant with the Arts Team in their work to enrich our worship experience with carefully selected, beautiful works of art.
- We convened a subcommittee, the Music Director Search Committee, who created a job description, identified places to post our advertisement, and connected with Brian Couple, who is coming to lead our Music Ministry in 2024.
- The Deacons led worship before Thanksgiving, promoting our visibility in the congregation, sharing a message of gratitude and providing Rev. Mark with some respite.
- We helped in the celebration of Stanley Peck's retirement and the successful transition of the Bottles and Cans donation project.
- Along with the choir, we discussed the ways best to honor and celebrate Dorothy and planned for her last Sunday and reception on 1/7/24.
- We regularly support the worship service by helping to ensure that we have In-House Deacons, Digital Deacons, and coffee hour volunteers. Deacons often fill these roles, and when possible, train other church
- friends and members to step into them.

Perhaps most importantly, we attune to the spiritual needs of our church family and wider community by listening to the prayers folks share in worship and talking to each other and our neighbors. We take time during our monthly meetings to speak these prayers, we discuss other ways to provide support, and we work to help people feel connected and supported by the church and through their relationships with God. We are always discussing ways we can use our call as Deacons and various talents to help worship feel warm, welcoming, and relevant to all who attend, even when English is not their first language. We look to welcoming additional Deacons in 2024.

The list below names the Board of Deacons that served in 2023. All of these Deacons have affirmed their

commitment to serve the church in 2024:

Beki Auclair, Chair
Pam Barnard
Jane Cunningham
Suzan Doucette
Joshua Faulkner
Pat Folsom
Jessica Fox
Trish McBride
Rick Rayfield
Diane Thompson

Arts Team Report 2023

The Arts Team met monthly for most of the year planning great shows and events. We have a great team comprised of Karen Nevin (co-chair), Jane Cunningham (co-chair), Holliday Rayfield, Diane Gallo, Elizabeth Cadwell, Linda Sinnott, Anne Wallis-Bull, Nancy Smith, Helen Ann Scharges, Cheryl Kingsbury, Suzan Doucette, Mark Wilson.

We had a special candle altar for Transfiguration Sunday on 2/19 inspired and created by Dorothy Peck. Members of the congregation brought in a favorite candle that Dorothy arranged and lit the candles on a table to create a luminous altar.

Vision Layers was a duo show featuring Gary Eckhart and Roarke Sharlow for Lent 2023 that ran from Wednesday, February 22nd to Thursday, April 6th. The art show was open to the public a few Saturday afternoons. Nationally renowned watercolorist, Gary Eckhart, worked on watercolor painting studies during one of these open houses. Roarke Sharlow was also there to discuss the intricacies of his digital photography layering creative process. The show was gorgeous and very comforting with Gary Eckhart's serene water colors displayed on one side of the sanctuary and Roarke Sharlow's creatively layered digital photos on the other. Gary generously gave us a framed watercolor painting for the church as a Thank You after the show. We hung it downstairs in the Village Meeting House for all to enjoy.

Also during Lent, Dorothy Peck created a table top Lenten Garden that changed every Sunday to ultimately bloom at Easter. This was placed next to pulpit.

For Easter, we ordered daffodils for the window sills and mixed Spring flowers for members and friends of the congregation to purchase and honor loved ones with. Pussy willows and fresh daffodils were in alter urns.

For April 2nd, Palm Sunday, we ordered palm fans and displayed them in the alter urns.

On April 11th we co-sponsored a program with the Joslin Library, featuring Islene Runningdeer, music therapist and author.

On April 13th we welcomed the Windham Chamber Singers. Trish McBride organized their performance at our church.

For Anthem Sunday, we hung all of Angelika's banners throughout the Sanctuary, into the summer.

Our longest running show was The Art Among Us, featuring the art within our congregation. It ran from September Homecoming Sunday, Sept 10th through mid-November. It was a fabulous show with many different pieces from the congregation!

The Songbird Project offered a free concert for all to enjoy on Saturday, November 18th.

Advent decorations were hung December 3rd with our in-house greens. We decorated the tree with colorful,

donated ornaments. Karen Nevin offered her 4 sets of small creches from around the world to be placed in 4 of the sanctuary windows with our candle lanterns, greens, pinecones and red berries. A medley of wild greens, berries and stag horn sumac were arranged for the alter urns.

We lost Anne Wallis-Bull, a dear friend and co-originator of the Waitsfield UCC Arts Team this year. To help honor her great gifts of time and talent to our church we removed some of the Advent swags and wreaths and hung all of her 6 banners for her Celebration of Life, Sunday, December 10th. We did this again for the Mad River Chorale concert, scheduled at our church for Sunday, December 17, as it was dedicated to Anne Wallis-Bull.

Respectively submitted by Jane Cunningham

2023 Stewardship Team Report

The Stewardship Team is responsible for creating the message and carrying out our call for financial and time commitments from our congregation in the coming year. Church leaders need to understand the congregation's support as they plan for the new year's programs. Although we did not meet the Council's goal of raising \$135,000, we are pleased that we increased the overall pledge amount and added many new pledgers.

Our request letter for financial and time/talent commitments included a message focused on our Church "It takes a village". This message describes both the purpose of this faith community and our ask for this year. We are a vital, relevant part of raising up this village. We continue to be committed to our doors being open to our community, open for generosity, worship and mission, and open for justice and peace. With the arrival of a family from our global village, we are challenged to expand our boundaries.

As of early January, we received 65 pledges for 2024 totaling \$115,431. This is above our previous year's total of \$109,310. We welcomed 12 new pledgers! Also, the congregation's commitments to time and talents will be a resource of assistance throughout the year.

Please note that we continue to have a confidentiality policy. Only the Financial Secretary knows the individual pledge amounts.

We thank all of you for your generous support. And also, we thank Reverend Mark, for leadership and guidance during our stewardship process.

Respectfully submitted,
Sandy Gallup, Jon Jamieson, Laura Caffry