

Trinitarian Congregational Church

Annual Report For the Year 2017

**The United Church of Christ
54 Walden Street
Concord, MA 01742**

Annual Reports

For the Year Ending
December 31, 2017

Number One Hundred
and Twenty-Six



Trinitarian Congregational Church
Of Concord, Massachusetts
Incorporated September 21, 1891

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SECTION I

**Warrant for the Annual Meeting
Sunday, February 11, 2018**

To the Members of the
Trinitarian Congregational Church in Concord
County of Middlesex, Commonwealth of Massachusetts

You are hereby notified that the Annual Meeting of said church will be held on Sunday morning, the *11th of February, 2018, at 11:15 am in the sanctuary, immediately following the 10am worship service for the following purposes, to wit:

Article 1. To receive and act upon reports of the Church officers and committees.

Article 2. To choose all necessary Church officers and committees for the church year 2018.

Article 3. To appropriate money for all Church expenses and to determine the manner of raising same.

Article 4. To transact any other business which may legally come before said meeting.

M. Dixie Grimes, Clerk
Concord, Massachusetts - January 2018

* Snow date: Monday, February 12th 7:00 pm

**Warrant for a Congregational Meeting
Sunday Morning, October 22, 2017
immediately following the 10 am worship service**

To the Members of the
Trinitarian Congregational Church of Concord, Massachusetts
County of Middlesex, Commonwealth of Massachusetts

You are hereby notified that a Congregational Meeting of said church will be held on Sunday morning, the twenty-second of October, 2017 immediately following the 10 am worship service for the following purposes, to wit:

Article 1. To receive and act upon the nominations presented by the Diaconate for the members of the Senior Minister Search Committee:

Matthew Boger
Loretta Filipov
Michele Forinash
Paul Mahoney
Ellen Quackenbush
Prescott Stewart
Jane Turner Michael
Youth Member- Peter Bruning

Article 2. To transact any other business that may legally come before said meeting.

M. Dixie Grimes, Clerk
Concord, Massachusetts
September 2017

Trinitarian Congregational Church
Minutes of the 2017 Annual Meeting
Sunday, February 12, 2017

Moderator Carol Antos called the meeting to order at 11:10 a.m. After welcoming members of the congregation, she turned the floor to Acting Senior Minister Robert Brown for comments and an opening prayer.

Rev. Brown reflected upon the important events the church went through over the past year. At this time last year, the sanctuary was undergoing construction for the installation of the new organ and church services were being held across the street at 55 Walden in the large theatre. "Exodus 2016" lasted many weeks and went extraordinarily smoothly thanks to the involvement of many members of the church who provided their time, leadership and creativity to transform the theatre to a place of worship. It was an incredible display of people working together. Then Senior Minister Rev. John Lombard returned from his sabbatical in July and announced his retirement. This led to months where the church staff and leadership looked at ways to honor Rev. Lombard culminating in an emotional goodbye in November. The church leadership engaged in many meetings with the congregation to discuss the way forward to discern the direction of the church and to identify new clergy leadership. These meetings were not easy for anyone. Ultimately, the membership asked him to be Acting Senior Minister. There are now many volunteers on the Transition Team and Pastoral Search Committee who are dedicating their time, energy and activity to this important work. The Lenten series is almost filled up. This is how the church works. Throughout this tumultuous year, we were still being a church. We are discovering what God has in store for us. Today's meeting will be devoted to how we spend our money and how we're growing spiritually. We will look at the business of being a church. But rather than a meeting it should be a party - we should celebrate!

Rev. Brown then led the congregation in an opening prayer.

Moderator Carol Antos then opened the business meeting by thanking everyone who had served on all the various committees this past year, and thanked those who agreed to serve on committees this year, as well as those who are moving on to new assignments. She then proceeded to discussion of Article 1:

Article 1 - To receive and act upon reports of the Church officers and committees provided in the Annual Report for Year 2016.
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Carol asked for special reports from the Interim Search Committee, the Transition Team, and the Treasurer.

1. Interim Search Committee - Hjalmar Pompe van Meerdervoort reported that the Search Committee has developed a position description for an Interim Minister for Congregational and Spiritual Life. The committee has isolated a list of candidates and has begun interviews. They are especially looking for individuals with Transition experience.

They have narrowed down the search to a few candidates and hope to make an announcement in the weeks ahead.

2. Transition Team – Charity Tremblay provided the names of the other members of the Transition Team: Jane Turner-Michael, Nick Bruning, Andrew Thut and Cindy Scheppe. The purpose of the Transition Team is to explore three questions: 1. Who are we now? 2. Who are our neighbors? And 3. Who do we want to be? The committee will develop a church profile. For the moment, the committee is concentrating on research – the organization of the church, how committees work and talking to neighbors. Part of the job of the committee is to hear from others. The committee wants to hear from everyone through focus groups and one-on-one meetings. It wants to represent all views and represent the church’s hopes for the future. The activities of the committee will be transparent to all and they will be open to receiving calls, emails or any other type of communication from members.
3. Treasurer’s Report – Mitch Eckel provided the Treasurer’s Report. He said that 2016 was a very good year. The church had a surplus of \$40,828. We received \$26,780 more in pledges and Prior Year Pledges Income of \$10,163 over budget. Expenses were controlled. Mitch reported that the Finance Committee recommends that the church allocate the surplus to the Organ Fund and that a portion of it be used to cover interest expenses from amortizing the remaining balance of the Organ loan. Therefore, the debt service can be removed from the operating budget. We may be able to pay off the loan if an expected large organ pledge materializes. Mitch moved that the members approve allocating the surplus to the Organ Fund. The motion was seconded and was passed unanimously.

The moderator asked for a motion to accept the reports of the Church officers and committees. The motion was moved and unanimously approved.

Article 2 – To choose all necessary Church officers and committees for the church year 2017.
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The moderator called upon Diana Kolstad to provide a report from the Nominating Committee.

Diana Kolstad reported that the Nominating Committee has identified candidates to fill all the officers and committee assignments for 2017 as shown in Section IV of the Annual Report. The committee is grateful for the work of all those individuals who have completed their terms and have left their committees. She moved that the members accept the slate of officers and committee members as provided in the Annual Report. The motion was seconded and was passed unanimously.

Article 3 – To appropriate money for all Church expenses and to determine the manner of raising same.

The moderator called upon Betsy Veidenheimer, Chair of the Finance Committee, to present the budget for 2017.

Betsy Veidenheimer presented the report of the Finance Committee contained in the Annual Report. The Finance Committee noted that pledges were down from last year; therefore, the budget goes from there. The budget proposal anticipates the impacts of our minister transition and rising personnel costs. The Committee expects the sale of the parsonage will allow us to add the proceeds to our existing Clergy Housing Endowment fund and to use the income (not the Principal) towards clergy compensation, part of which requires a housing allowance. The increase in the personnel budget reflects a modest staff increase, and significant health/dental increases. With the allocation of the surplus to the organ fund, we will be able to pay ongoing debt service for the organ from that fund, removing it from the operating budget. This puts us in a stronger budget position next year. Betsy moved to accept the budget plan for 2017. The motion was seconded and was passed unanimously.

Article 4 - To transact any other business which may legally come before said meeting.
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There being no other business, a motion was made, seconded and was passed unanimously. The meeting was adjourned at 11:27 a.m.

Dixie Grimes, Clerk
Concord, Massachusetts

CONGREGATIONAL MEETING

Trinitarian Congregational Church

Concord, MA

October 22, 2017

Minutes

The Moderator Carol Antos called the meeting to order at 11:00 a.m. Rev. Bob Brown led the congregation in an opening prayer.

Carol stated the main purpose of the meeting was to act upon the nominations presented by the Diaconate for the members of the Senior Minister Search Committee, but she first wanted to acknowledge the work of the Transition Team which has brought us to this point. It moved us along on the search for our settled minister. She then called upon Leslie Mahoney, the Chair of the Diaconate, to discuss Article 1 which is as follows:

Article 1 - To receive and act upon the nominations presented by the Diaconate for the members of the Senior Minister Search Committee:

Matthew Boger

Loretta Filipov

Michele Forinash

Paul Mahoney

Ellen Quackenbush

Prescott Stewart

Jane Turner Michael

Youth Member - Peter Bruning

Leslie Mahoney stated that over the summer she, Suzanne Giles and Betsy Swaim of the Diaconate along with moderator, Carol Antos, identified over 60 individuals for the Search Committee and of that group, they interviewed about 30 people. They asked members of the congregation through weekly update emails, the newsletter, and word of mouth to contact them if they had any interest in being on the Search Committee. The goal was to have a committee that represented every constituency, age group and family makeup of our church population.

There were five key attributes that they looked for in the candidates:

- Faith Commitment
- Time Commitment
- Commitment to Confidentiality
- Commitment to Openness
- Commitment to Consensus building

Some questions that were asked by the candidates were: could they talk to their spouses about the search. When told no, some candidates dropped out. In some cases, candidates couldn't accept the uncertainty of the time commitment. A key question was whether candidates could accept the outcome if Bob Brown was not called to be the settled minister. If candidates had a predisposition to any one person rather than where the church was calling us to be that was a reason not to include that person on the committee. The Search Committee will need to come to an agreed-upon decision that everyone supports. Committing to working to build consensus was an important consideration.

The Search Committee will need to work in tandem with the Transition Team for a period while articulating the church vision and weaving it into the final church profile. When this is complete, there will be a handoff from the Transition Team. The Committee will have a training session with Rev. Wendy Vander Hart, Associate Conference Minister of the Massachusetts Conference of the United Church of Christ, who will help guide them in their search process. After the Conference and the congregation review the church profile and provide edits, Bob Brown will review the profile, and he may choose to be a candidate for the role of Senior Minister. If he so chooses, the Search Committee will interview him, check his references, and review his Ministerial Profile to determine if it is a match with the church's profile. They will then decide whether to recommend Bob Brown as the next Senior Minister. If Rev. Brown decides not to be considered for Senior Minister, or if the committee decides not to recommend him, then the Search Committee will commence with a national search.

The Search Committee will be comprised of seven people plus one youth member, each representing the demographics of the church. These members were approved by the Diaconate in September. The Diaconate asks that the congregation respect their process as it considers any additional nominations. Leslie Mahoney then moved on behalf of the Diaconate the following members of the church be called to serve as members of the Senior Minister Search Committee: Matthew Boger, Peter Bruning, Loretta Filipov, Michele Forinash, Paul Mahoney, Ellen Quackenbush, Prescott Stewart, and Jane Turner Michael.

Carol Antos asked if there was any discussion of Article 1. Jan Hall asked to make a comment. He wanted to commend the Diaconate Nominating Committee on the way the nominations were made. He stated that the entire congregation will benefit from this very deliberate and thoughtful process. There was no further discussion and no nominations from the floor. Carol called for a vote. Article 1 passed unanimously with no abstentions.

Carol then proceeded to Article 2:

Article 2 - To transact any other business that may legally come before said meeting.

Carol asked if there was any new business that needed to come before the congregation. There being no further business, the meeting was adjourned at 11:09 a.m.

Dixie Grimes, Clerk
Trinitarian Congregational Church
Concord, MA

SECTION II

ACTING SENIOR MINISTER

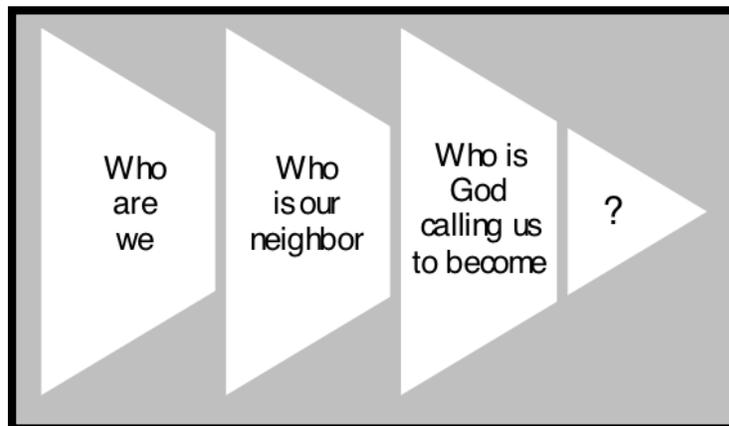
TRICON EVOLVE 2017

For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope. Then you will call upon me and come and pray to me, and I will hear you. You will seek me and find me, when you seek me with all your heart.

Jeremiah 29:11-13

To evolve is to gradually adapt to changing conditions and come forth into being. It is the process of intentionally developing the strengths that will support continued growth and vibrancy. 2017 was a year to evolve as a community of faith, to examine our rich history, assess our current viability, and discern God's direction forward. To evolve *well* is no small task. It requires dedicated and knowledgeable leadership, organizational strategy, wide congregational participation, and thoughtful, transparent communication along the way. Looking back on our evolution work, I am flooded with many moments of joy and gratitude. We have evolved well. It was a very special blessing this past year to work with our Moderator, Carol Antos, and Diaconate Chair, Leslie Mahoney. These two women exercised spiritual gifts of intelligence, compassion, humility and determined stamina. You may not have seen it but Carol and Leslie have been enormously influential in managing, organizing and overseeing the work of transition. And you, Trinitarian Congregational Church, did not shy away from the challenge. So often, I witnessed the Spirit of our Living God clearly manifest in the strength, endurance, and remarkable wisdom displayed by so many.

Under the experienced guidance of the UCC Massachusetts Conference Associate Minister, Wendy Vander Hart, we formed a 5 person Transition Team. The team was tasked with creating an official church profile. This document would spell out, in great detail, the answers to 3 questions that would frame the complex architecture of our identity.



Once this critically important “discovery document” was completed, it informed the creation of a vision statement and evoked a list of three priorities that serve to organize how TriCon will live out our faith in community.

Early on, in late February, we were enormously blessed when the Reverend, Dr. Jean Vandergrift accepted the position of Interim Minister for Spiritual Development and Congregational Life. Jean’s vast experience in interim ministry gave structure and guidance to the Transition Team. She is a spiritually grounded, prayerful disciple of Christ; a pastor who deeply seeks to discern the winds of the Spirit. As we navigate through the uncharted waters of this particular transition, I am exceedingly grateful to have Jean as a colleague in ministry.

Even as we evolved together we continued to nourish our souls and strengthen our faith through the numerous ministries that you will read about in the following pages. I am convinced that the core strength of TriCon Church is in the wide participation of the members who serve faithfully on these committees and an energetic, harmonious staff that is joyfully committed toward excellence. This is how the body of Christ comes to life in the world. Church, at TriCon, is not an event you go to, it is a people to which you belong. Together we are a supportive community that seeks to liberate the oppressed, welcome the stranger, uplift the downtrodden, and find personal and social transformation in following in the Way of Christ.

The Transition Team has listened deeply, investigated thoroughly, discerned spiritually and distilled vast amounts of research into a detailed church profile that inspired a vision statement that is a call to action:

God is calling us

to be a **nurturing community** of FAITH

that **honors God** through *service & mission*.

In the year ahead, TriCon Church will emerge into a future grounded in God, fueled by the Holy Spirit, and filled to overflowing with the grace of Jesus Christ. In the words of the Apostle Paul, “I thank my God in all my remembrance of you, always in every prayer of mine for you all making my prayer with joy, because of your partnership in the gospel from the first day until now. And I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ.”¹

In faith and hope,

Robert Brown

Acting Senior Minister

¹ Philippians 1:3-6

INTERIM MINISTER FOR SPIRITUAL DEVELOPMENT AND CONGREGATIONAL LIFE

Do good; be rich in good works, generous, and ready to share, thus storing up for yourselves the treasure of a good foundation for the future, so that you may take hold of the life that really is life.

1 Timothy 6:18-19

TriCon comes to mind when I read this biblical passage, because I see your good works and your generosity, and that you are taking hold of the life that really is life.

When I began as Interim Minister of Spiritual Development and Congregational Life at the end of February 2017, you had already decided to work with Rev. Bob Brown in an Acting Senior Minister role *and* to embark upon special steps of transition that you called “Evolve 2017,” during which you would discover more about yourselves, your neighbors, and the call of God for your future. The Transition Team began to interview church members with the aim of eventually filling out the Congregational Profile. They then graciously welcomed me into their circle and into the whole enterprise. It has been an incredible joy to me to work with Cynthia Schweppe, Andrew Thut, Charity Tremblay, Nick Bruning, and Jane Turner Michael!

At the end of April, through the Church Council, TriCon took a leap of faith, approving a more comprehensive process in four seasons, which we have been following since:

Spring - RE:claim TriCon's history and ministry,

Summer - RE:flect - Spiritual discernment in community,

Fall - RE:discover who we are, our neighbor, and what God is calling us to be and do,

Winter - RE:imagine TriCon's future and leadership.

The events and activities of this year were designed, not merely to fill in the Profile form, or to maintain the status quo, or to get to a decision on the Senior Minister as fast as possible, but to pause and prayerfully reflect together on what is most important for any church: its purpose, its quality of life, those it serves, what it ought to change, and where it is headed in God's name.

I realize that some of you feel that TriCon has been “on hold” for a long time, but from my vantage point, the work we have been doing together this last eleven months is the same that any settled minister worth her or his salt would have been doing, only *we* have been moving at a heightened pace. When it comes to taking hold of the life that really is life, I observe that you are not behind, but ahead of the curve!

Evolve 2017 has brought *quantitative* results, among them: 1) 200 TriConnors participated in the process (yes, I counted), expanding the pool of wisdom beyond that of the 5 team members; 2) the data that was collected surfaced themes you have in common amid your diversity, as well as congregational statistics and financial

information – helping you know yourselves better; 3) TriCon produced a book of spiritual practices and a tool for surfacing spiritual gifts; 4) some committees were inspired to consider their purposes and their readiness to focus and work together; 5) a 37-page Profile was completed; 6) a Vision Statement and Priorities were discerned:

***God is calling us to be a nurturing community of faith
that honors God through service and mission.***

1. **Create vibrant worship through a spectrum of opportunities**, including Sunday Services, small group gatherings, church school, youth and adult programs.
2. **Live out our faith through caring for one another and hands-on service and mission**, including youth, family, and adult mission opportunities.
3. **Cultivate our church community to grow and thrive through increased collaboration, communication, and harnessing our collective talents.**

This list of 6 tangible results is part of the treasure and foundation to which the book of Timothy refers. I have learned such a great deal traveling this way with you, and so appreciate the devotion, cooperation, and hard work of TriCon's lay leaders and staff on every step!

The undertaking has also had *qualitative* results. I can think of at least 10 less-tangible accomplishments of Evolve 2017: 1) it reduced the understandable, initial anxiety that comes with the departure of a minister and an unclear future; 2) it provided some time and space whereby TriCon could mourn the loss and/or gain perspective between ministers; 3) it encouraged collective reflection on questions that otherwise might not have been posed; 4) it created community in the process of learning; 5) many of the laity have stepped up and participated, thereby showing their investment in the church, and boding well for the further empowerment of their gifts; 6) it has surfaced some bigger questions about mission, staffing and organization, stewardship, and the relationship with the Conference; 7) it has nurtured the spirituality of TriCon, encouraging intentional prayer and developing a listening spirit for God's call; 8) it has opened the door a bit to trying new things and naming your longings; 9) it has challenged TriCon to grow in patience and endurance; 10) it has modeled a collegial relationship between the Senior and the Associate Ministers, as well as the value of collaboration in general. Indeed, I cannot adequately express what a positive, creative, and fun experience it has been to labor with Rev. Bob Brown in ministry here at TriCon!

Beyond the Transition aspect of my job description, it has been a pleasure to preach, lead worship, get to know the children and younger youth and families here at TriCon, plus to carry out pastoral care and visitation with Bob Brown and the Caring Connection.

Rejoicing because God's grace is sufficient,
Jean Vandergrift

DIRECTOR OF MUSIC

As 2017 draws to a close, I'm filled with gratitude to have served as your musical leader for yet another year. To quote Elizabeth Barrett Browning, "Let me count the ways."

- 1) The new organ is such a marvelous musical partner that I've barely begun to explore what we can do together.
- 2) I'm part of a highly functioning, congenial and mutually supportive staff.
- 3) The clergy invite me to take an active role in worship planning. I'm never treated like a jukebox or "hired hand".
- 4) I am blessed with a choir of enthusiastic singers who are not only musical, but also good-humored.
- 5) As both my employer and community, this congregation extended tremendous support and generosity when I had to care for my mother at the end of her earthly life.

Thank you, God! Thank you, Trinitarian Congregational Church!

It's hard to believe that the incomparable **Matt DiBattista** has been with us for twelve years. I cannot begin to say how much he contributes as soloist and section leader, vocal coach and conductor, inspiration and cheerleader. As one singer remarked to me last Sunday, "What an impact Matt has made on this choir!" Amen, brother!

It's been a joy to lead these K-6 children in **The Hosanna Singers** this year: Brielle and Liliana Carman; Blake and Mika Cieplinski; Daphne, Sydney, and Charlotte Eckel; Carter Hack; Charlotte and Elizabeth Huettig; Cate Vause; Lily Woodman. Without the involvement of their wonderful families, this program would never work.

Special mention goes to four young singers who participated in The Choristers Guild Boston annual **Children's and Youth Choir & Arts Festival** on November 18: Addison Boger, Charlotte Huettig, Elizabeth Huettig, and Lilly Woodman. A choir of seventy singers from eight churches gathered at St. Andrew's in Wellesley for a day of singing, art, drama, dance, drumming, and bell playing. The day culminated in a worship service, "Singing Through the Church Year."

We are indeed fortunate to have **high school and college students** who share their talents with the choir: Anneliese Braunegg, Molly Callahan, Alden, Piper and Reilly Harring, and Lucas Hickman. Members of the Youth Group led the music on Mission Trip Sunday, under the guidance of Bob Lawson.

Our worship was also enriched by many styles of **instrumental music** offered by The Lawson Family, The Jazz Punishers, and The Spring Hill Rounders, flutists Emily Roos and her student Alaya Segal-Wright, pianists Jacqueline Schwab and Noriko Yasuda, trumpeters Gregory Hopkins and Jesse Levine (and his brass quintet), and string players Lena Wong, Jane Starkman, Susan Seeber, and Emily Walhout.

Once again, I identify the **The Senior Choir** as the backbone of our music program. Skimming over my *previous* annual reports (1986-2016) I noted some statistics.

- 87 people were listed as Senior Choir members in those reports (1986-2016).
44 of them have moved/passed away, or no longer attend our services.
- 28 people from 12 towns were choir members during 2017.
2 of them joined us this Fall: Michele Forinash and Rob Bryan
5 of them have been part of the choir longer than I have:
Rob Ayres, Mary Lou Esposito, Marie Sciaraffa, Chuck Stevenson, and Betsy Swaim

I'm grateful to all those who dedicated time and talent to The Senior Choir in 2017:

Sopranos: Laurel Baumer, Kathy Bentley, Mary Lou Esposito, Kathy Molony, Marie Sciaraffa, Betsy Swaim. Altos: Pat Bentley, Janis Dyer, Michele Forinash, Laura Gouillart, Mary Jalenak, Marcia Macres, Emily Roos, Becky Schwenk, Dianne Smith, Micki Van Horn, Claire Wilcox. Tenors: Robinson Bryan, Matt DiBattista, Earl Van Horn, Fred Williams. Basses: Rob Ayres, Jay Gregory, Jan Hall, Craig Leckband, Milt Schwenk, and Chuck Stevenson. We are also grateful that "pros" Megan DiBattista, Neal Ferreira and Patty Barkas join our ranks from time to time.

And I want to identify all those listed as Senior Choir members in those previous thirty-one annual reports. Many of them returned last year for the Choir Reunion:

Deb Anderson, Lucy Awiszus, Isabel Bailey, Bob Baldrige, Bobbie Benson, Becky Bissell, Joan Bissell, Richard Bissell, Bob Bratzler, Perry Brown, Jack Campbell, Doris Clarke, Janet Cooley, Dave Coul, Pat Davis, Bruce Donath, Ann Dwelley, Steve Elliott, Dick Ferraro, Alan Finger, Ali Frimpter, Olga Frost, Carol Furneaux, Holly Haas, Lucas Hickman, Carla Gomez, Libby Greeley, Judy Hall, Ruthann Hall, David Hart, Alice Hatch, Stan Howard, Caroline Howe, John Hutchins, JoAn Kilgore, Jess Kilgore, Sue Kingston, Pat Larson, Mary Jo Licero, Janet Lombard, Louisa McKown, Sarah Miller, Terry Miller, Wally Miller, Alyce Nelson, Warren Pyle, Yanina Reid, Gordon Shaw, Patty Slenz-Howard, Jacques Smith, Pete Smith, Carrie Thomas, Charlie Thomas, Nancy Willbanks, Nancy Willard, Linda Wood, and Peter Yensen.

The Advent Music Sunday, "Images of Mary", was a prayerful service of music and poetry featuring our choir and soloists, harpist Franziska Huhn, and reader Jane Bird, a professionally trained actor who grew up among us.

"Sing, then. Sing, indeed, with shoulders back, and head up so that song might go to the roof and beyond to the sky... singing and singing, until life and all things living become a song."— Richard Llewellyn, *How Green Was My Valley*

Respectfully submitted,
Victoria Wagner

CHURCH SCHOOL DIRECTOR

I am so grateful for the opportunity to head up our Children's Ministry and provide opportunities for faith formation for the children and families in our church community. It is with pleasure that I write this 2017 Church School report.

My goal has been and always will be to provide families, especially children and youth, with opportunities to explore faith, build community and practice faith traits important to Christianity, such as generosity and empathy.

While I do consider our Church School program healthy and vibrant, I have noticed a shift over the years in participation from families, both teachers (who are mostly parents) and students. I know that this trend is being seen in other parishes in addition to our own.

Since classroom Church School is fully dependent on volunteer teachers in order to operate, I have been exploring ways to reduce the number of teachers we need each week, without sacrificing quality of programming. One solution which I am particularly excited about is our new Worshipping Together program. Each of these special worship services are created with the help of Rev. Bob Brown, Rev. Dr. Jean Vandergrift and Music Director Vickie Wagner (see below for information). Still looking at more ways to provide programming with fewer teachers, I created our new One Room Schoolhouse classroom which will continue in 2018.

On a professional note, I am grateful to TriCon for giving me the opportunity to take a two-day beginner Photoshop training class at the American Graphics Institute in March.

NEW PROGRAM

Worshipping Together Intergenerational Services

Our first Worshipping Together service took place on Sunday, October 22nd. These special services are especially designed for people of all ages. Theme and content are relatable and include opportunity for children and families to participate. This program replaces that morning's Church School classes. Two more will take place in the winter and spring of 2018.

Church School Programs

Children's Chapel

These brief 10-minute services are designed at an age appropriate level with opportunity for children to participate directly in worship as scripture readers and candle lighters. Components of each service include a call to worship, hymn, scripture reading, mini-sermon, the Lord's Prayer and closing blessing. Following Children's Chapel the children are dismissed to go to their regular Church School classes. We meet about once a month.

We are fortunate to have so many gifted musicians and singers in our TriCon community who have volunteered their time to participate in our Children's Chapel. Many thanks go out to Rob Ayres, Bob Lawson, Marcia Macres, Roseanne Swain, Sandy Nash, Lucas Hickman and Reilly Haring. Members of our TriCon community have also volunteered as Children Chapel Shepherds whose role it is to provide assistance before, during and after the service. Many thanks to Otto Judicke, Dale Ryder, Polly Vanasse, Sandy Nash, Diana and Josie Kolstad, Suzanne Giles, Heidi Haring, Laura Davidian, CC Donelan, Polly Meyer, Sarah Hart, Leslie Feigh, Anne Lehmann and Hunter Hutchinson.

5th and 6th Grade Voyager Youth Group

In its second year, this program is designed to give our 5th and 6th Graders opportunity to explore and grow in their faith and their community outside of the classroom.

Voyager activities are slightly different from those that are included in the 7th and 8th Grade SEEKERS program as we purposefully want to keep the two youth groups separate in scope and intention. The idea is that the Voyagers program feeds into the SEEKERS program which in turn feeds into the Senior High Youth Program.

SEEKERS 7th and 8th Grade Youth Group

Our SEEKERS program continues to grow. Guided by Rev. Bob Brown and Rev. Jean Vandergrift, shepherded by Parent Coordinator Abigail Dressler (January – June) and Caty Kessler (September – December) and supported by Parent Chaperones, this group met about once a month to explore faith, enjoy one another's company and contribute to local service projects. It is not intended to be a series of events and activities children can pick and choose from, but rather a year-long program offering an opportunity for the youth to come together prior to participating in Confirmation and the High School youth program. 2017 programming included a spiritual overnight program at St. John the Divine in NYC.

Other PROGRAMMING NOTES

Combined Classes

Over the summer, after examining anticipated 2017 - 2018 enrollment numbers in the rising Pre-K, K and 1st and 2nd Grade classes, we prepared for smaller classes. It is important to note that small class size translates into a much smaller pool of parent teachers available to teach. To accommodate fewer teachers and the large range of cognitive and social development abilities, we combined the Pre-K and Kindergarten classes and the 1st and 2nd Graders.

Church School Program Volunteers

Our Church School functions as a cooperative program, and as such, "requires" all registered families find a slot or slots, depending on their number of children, to support programming efforts. Over 150 volunteer opportunities are available each year. The list includes classroom teachers, SEEKER and Voyager chaperones, committee members to oversee events such as the Angel Breakfast, UNICEF CakeWalk, and Christmas Pageants. Staffing complete teaching teams each session and finding support for some of our other programming, as I mentioned earlier in this report, is an ongoing challenge. I am grateful to those people, and you know who you are, who volunteer beyond expectation to fill in empty programming slots.

CURRICULUM

Pre-Kindergarten through 6th Grade

We continue to use the on-line curriculum *Seasons of the Spirit - Encore*. *Encore's* calendar schedule of lesson plans follows the lectionary (the established Christian system of selected Bible readings that are used each Sunday in worship). The 4th Graders also participated in a four-Sunday Communion Workshop offered in the fall.

7th and 8th Grade Class

Each year I develop the 7th and 8th Grade curriculum using ideas and topics worth exploring in order to prepare this age group for Confirmation in 10th grade. Some of this year's offerings included exploring the history of Christianity, attending worship at five different Christian parishes and discussion on how to behave when treated unjustly after watching commercial movie, *Max Kebble's Big Day*.

Church School Liaison Committee

Our **Church School Liaison** Committee is a sub-Committee of the Christian Education Committee. Each Liaison represents a class and meets with me throughout the year to discuss upcoming programming, explore new ideas, problem solve, plan special events and recruit teachers and other program supporters. Liaisons help lead teacher orientations and are available to help each class teaching team as needed. As such, our Liaisons are the backbone of our program and I am continually blessed to work with such an enthusiastic, creative and dedicated team.

We were sad to see Susan Ledoux "retire" as she rotated off the committee in June after serving 10 years. Melissa Liazos also stepped down in August and we will miss her as well.

January – June Liaisons

Blended Pre-K/K – Liz Colgan
1st Grade – Pam Brown
2nd Grade – Jennifer Monaghan
3rd Grade – Alisha Boyajian
4th Grade – Melissa Liazos
5th Grade – Beth Vause
6th Grade – Kristi Detweiler
7/8th Grade – Susan Ledoux

September – December Liaisons

Blended Pre-K/K – Liz Colgan
1st and 2nd Grade – Pam Brown
3rd Grade – Jennifer Monaghan
4th Grade – Alisha Boyajian
5th and 6th Grade – Beth Vause
7th/ 8th Grade – Kristi Detweiler

Sunday Morning Superintendents

Jim Davidian, Lee Means, Laurel Baumer, along with lead Sunday Morning Superintendent Wayne Jalenak, continue to offer support during Church School. Our SMS help teachers set up their classrooms, call a parent out of church and assist in the event of an emergency, check on classes throughout the morning, inform teachers of important program announcement and are invaluable to this Church School Director.

High School Support

I am grateful to Lowell Hutchinson, Willie Page, Elizabeth Rennert, Charlotte O'Brien, Honour Valentine, Katie McMorrow, Rebecca Pasley and Renée Ledoux for offering necessary extra pairs of hands in our Pre-Kindergarten, Kindergarten and 1st Grade classrooms this year. I know the teachers appreciated the caring help and the kids love having a "big" kid in their classroom.

Nursery News

Kelsey Canavan left us as Nursery Coordinator in August. High schoolers Charlotte O'Brien, Josie Kolstad and Elizabeth Rennert continue to help staff the nursery.

Hosanna Singers

Music Director, Vickie Wagner continued her children's choir for Kindergarten to 4th grade. Hosanna Singers was offered numerous times in 2017 each over a two, three, or four Sunday session. Each session included ½ hour rehearsals culminating in a "performance" during worship. The response from participating families has been very positive and with each session the number of children increases.

2017 CHURCH SCHOOL CALENDAR OF EVENTS

In addition to Church School our Church School calendar of activities and events included ...

January 8 th	Children's Chapel
January 21 st	SEEKERS to Red Cross Food Bank
January 22 nd	Voyager's Open Table Centerpieces
February 5 th	Children's Chapel Hosanna Singers
February 12 th	Hosanna Singers
March 5 th	Spring Teacher Orientation Children's Chapel Hosanna Singers
March 12 th	Hosanna Singers SEEKER Parent Meeting
March 19 th	Hosanna Singers Voyager's Baking for Open Table
March 24 th – 25 th	SEEKERS trip to NYC and St. John the Divine
March 26 th	SEEKERS Concord Clean Up Hosanna Singers
April 2 nd	Children's Chapel Hosanna Singers
April 9 th	Make Palm Cross Workshop SEEKERS Meeting
April 16 th	Easter Egg Hunt
May 7 th	Children's Chapel
May 21 st	8 th Grade Breakfast 8 th Grade Bibles Hosanna Singers
May 25 th	SEEKERS End of Year Dinner
June 4 th	Children's Chapel Field Day

September 10 th	First Day of 2017 - 2018 Church School
September 17 th	Teacher Training and Storytelling Workshop
	Candle Lighter Training
	SEEKERS Parent Meeting
September 24 th	Hosanna Singers
	Voyager Parent Meeting
	SEEKERS Hike
October 1 st	Children's Chapel
	Hosanna Singers
	Voyager Meeting
October 8 th	Kindergarten Bibles
	Hosanna Singers
	Voyager Meeting
October 15 th	Kindergarten Bibles
	4 th Grade Communion Unit Begins
	Hosanna Singers
October 22 nd	Worshipping Together Service
	SEEKERS and CropWalk
October 28 th	SEEKERS Meeting and Baking Cakes for UNICEF
October 29 th	UNICEF Cake Walk
	Voyagers Sorting Donated Coats
November 5 th	4 th Grade Bibles
	4 th Grade Communion Concludes
November 12 th	Children's Chapel
	Hosanna Singers
November 19 th	Hosanna Singers
December 2 nd	Voyagers set up for Angel Breakfast
December 3 rd	Angel Breakfast
	SEEKERS Help at City Mission Society
December 12 th	Christmas Story Hour
December 17 th	Singing from the Balcony
	Pageant Rehearsals
December 24 th	Christmas Pageants

I am happy to answer any questions or provide additional information or clarification pertaining to Church School and any related programming. Please contact me at cobrien@triconchurch.org.

Respectfully submitted,

Carrie O'Brien
Church School Director

REPORT OF THE YOUTH LEADER

The Senior High Youth Group had a great year in 2016-2017. We met on almost every Sunday during the school year, from 7:00 to 8:30 p.m. Discussion Group met on Wednesdays from 7:30 to 8:30 p.m.

This past year's Sunday night group averaged anywhere between 15 and 30 kids on any given week. The numbers on Sunday nights are growing again after a couple of dip years. The group is dedicated, fun-loving, and caring; a joy to be around. As always, we are led by our seniors. We miss those who are now in college, but the groundwork that they have laid continues to bear fruit. Our Sunday nights are spent together hanging out, playing games, and enjoying each other's company away from the pressures of school, family, and society.

Wednesday night Discussion Group is decidedly different from Sunday Nights. It is a quieter time where the students discuss issues pertinent to them. The topics may include current events, morality, leadership, their own spiritual growth, or really anything that piques their interest. While there is a core group of kids that participate in Discussion Group, it has grown and diversified over the last year as well. Our typical Wednesday group will range from 6 to up to 12 students.

In April 2017, forty-one kids and eight adult leaders traveled to Black Mesa, Arizona for a week of mission work. For the third year in a row, we contracted through a company called Experience Mission, a Christian organization that runs mission trips throughout the world. Several specific things stood out about this trip. First of all, we were truly blessed to watch the sun rise over the Grand Canyon on Easter morning. This was a great start to our week-long adventure, and it brought the power of God and God's creation front and center. Second of all, we were really in the middle of nowhere. The church we stayed in had no running water, and thus no indoor plumbing of any kind. But our kids thrived under these rustic conditions. There were no complaints about the bucket showers and outhouses. Finally, never has there been a clearer line demonstrated between the poor, and everyone else. On our last day, we left Black Mesa at noon. It is a place of breathtaking scenery, desert, cacti, rock formations, mesas, endless sky, a proud people and grinding poverty. We ended that day, driving into Las Vegas at around midnight. The demonstrated excess, limos, crowds, lights, general debauchery and more are unavoidable. It brings both confusion and clarity to that age-old question, "What is the meaning of life?"

While we were in Black Mesa, we accomplished many projects. From roofing, to digging foundations, to fencing, to painting, to building a shed, and much more, the work was done with care and with love. As is usually the case, the people we served had a far greater impact on us, than we did on them. We look forward to returning someday.

As always, the Mission Trip, which means so much to our kids, would be impossible without the adult leaders who selflessly give their time, talents, and love. Thank you to Bill Ackles, Mary Jalenak, Dave Boisvert, Amy Pasley, Paul Mahoney and Christian Meyer. Tom Bates – you were missed, but the example you set over the past years will continue to guide the trip into the future. Finally, thank you to the congregation for its continued and generous support.

Through the efforts of Rev. Bob Brown, more of our high school youth are participating in our regular Sunday services as readers or liturgists, musically, or in other capacities. While it is always a pleasure to see them on Sunday mornings, this is but one small part of what they have to offer to us as a congregation and a community. This is a generous and caring group of students.

Finally, the Youth Group leadership would like to thank all of the church members who donate their time and skills to the Youth Program.

Nick Bruning
Youth Leader

SECTION III

MODERATOR'S REPORT

If 2016 was a year of change at TriCon, then surely 2017 was a year of reflection, discernment and discovery. Led by the Transition Team and guided by Rev. Jean Vandergrift, our Interim Minister of Spiritual Development and Congregational Life, and Acting Senior Minister Rev. Bob Brown, we as a church have taken time to gather as small groups, talk with each other, celebrate together, learn about our history, our spiritual gifts, the needs of our community, and to prayerfully turn to God for guidance as we look to TriCon's future.

Rev. Jean Vandergrift called to TriCon: The Transition Team began its work interviewing members of the congregation and the wider community in December 2016. Simultaneously, a Diaconate search sub-committee recommended Rev. Jean Vandergrift, well-versed in transitions, to "walk beside" lay leadership during our next steps. Called to TriCon in February 2017, Jean has been instrumental in supporting and guiding us as a church and reminding us to incorporate prayer and spiritual reflection in all we do. TriCon has been truly blessed by her presence, knowledge, thoughtful leadership, and grace.

Sale of the Parsonage: The house went on the market on March 1 and a full-price offer was accepted on March 4. Proceeds of just over \$595,000 were realized and added to the Clergy Housing Endowment Fund. On behalf of the entire congregation, I want to express appreciation to Jim Davidian, Mitch Eckel, Judy Walpole, Amy Pasley, Jeannie Burton and Barbara Lynch for all of their efforts to complete the successful sale of the parsonage.

Evolve 2017: The Transition Team not only met regularly, sought input and insight from scores of congregants and members of our wider community, but also hosted a number of events, forums and activities throughout the year. Two evening gatherings were held in May, one to construct a historical timeline of the last 50 years at TriCon and a guided table conversation reviewing TriCon's ministry of the past 25 years.

Over the summer, the entire community received a booklet prepared by the Christian Education Committee, "Rest, Reflect, Renew" that shared spiritual practices of some of our members, underscoring a sincere hope to inspire others to intentionally focus some quiet time on prayer and discernment.

In the fall, 85+ individuals completed a Spiritual Gifts Questionnaire, the results of which were discussed in small groups at a ham and bean supper in October.

The Transition Team continually updated the congregation on its work via letters, articles in the monthly newsletters and on the TriCon web site. They worked with appropriate church committees to develop the Congregational Profile, including the Vision Statement, and began to work alongside the Search Committee (see below).

Senior Minister Search Committee Elected: On October 22, 2017, the following were nominated by the Diaconate and elected to serve as members of the Senior Minister Search Committee: Matthew Boger, Loretta Filipov, Michele Forinash, Paul Mahoney, Ellen Quackenbush, Prescott Stewart, Jane Turner Michael, and Peter Bruning. *The significance of the formation of this committee cannot be overstated for its very existence is the bedrock of what it means to be a Congregational Church.* The members of Trinitarian Congregational Church of Concord will call their next senior minister.

Church Profile: The Transition Team (Cynthia Schweppe, Charity Tremblay, Nick Bruning, Andrew Thut, and Jane Turner-Michael) was commissioned by the congregation on January 8, 2017. They have worked tirelessly to complete the Church Profile, a 35+page document of questions that the church answers including demographic, historical, and programmatic details as well as a Vision Statement for the future. These in turn inform the “Position Posting” which clearly states the qualifications we are searching for in our next pastoral leader. As voted on at the Congregational Meeting on December 11, 2016, this “Position Posting” will be shared first with Rev. Bob Brown for his consideration to be called.

I urge you to read the Church Profile in its entirety (available through the church office) to more fully envision who God is calling us to be as a community of faith. This document will guide the Church Committee, the clergy and the staff throughout the coming years as we map out the priorities for TriCon, match those priorities with programs and initiatives and then allocate funds appropriately to achieve those priorities and become the church that God calls us to be.

I want to thank everyone who has served our church this year—the staff, the clergy, all the volunteers. It has been a great honor to have served TriCon and to have gotten to know so many of you. I encourage you to volunteer to serve on a committee, or just to attend a committee meeting to see how this congregation “works.” You are always welcome at Church Council meetings and the minutes are available to all. I am confident that as I pass the gavel to Russell Sanna, TriCon will be served well by his creative leadership and wise counsel.

This has surely been a year of growth and reflection for TriCon. One can feel the energy as we come together as a congregation to embrace our future. As each of us takes on more responsibilities for the life at TriCon, it will make us a stronger, healthier church where we know each other a little more deeply, care for each other a little more intentionally, and more openly share the steadfast and abiding love that God shares with us.

Respectfully submitted,

Carol Benson Antos, Church Moderator

REPORT OF THE CLERK

The Annual Meeting was held on February 12, 2017.
A special Congregational Meeting was held on October 22, 2017.
The Church Council held 5 regular meetings in 2017.

**Membership: The active membership at the close of 2016 was 634 people.
The active membership at the close of 2017 was 592 people.**

Members received during the year 2017:

Confirmands	0 (confirmation year was changed, see note)
Reaffirmation of Faith	6
Reactivation of membership	<u>2</u>
Total:	8

Members lost during the year 2017:

Letter of Transfer	2
Moved away	13
Death	10
Moved to inactive status:	<u>25</u>
Total:	50

The following were received into membership of the church in 2017:

By Reaffirmation of Faith:

Andrew Clarke	Jennifer Clarke
David W. DeLong	Judy Blaikie Lane
Kimberly Sheppard	Fred White

Note: There was no confirmation class in 2017 due to changing the class year for confirmation.

The following persons were baptized in 2017:

William Spiros Farfaras	Judy Blaikie Lane
Lucas Graham Hoffman	Cody Quinn McLaughlin

Deaths of members and funerals conducted by our pastors in 2017 for those associated with our congregation:

Robert Baldrige (M)	Everett Frost (M)
Carolyn Getz (M)	Robert Nelson (M)
Wm. Merton Nickerson	Shirley Rohan (M)
Dawson Rutter III (M)	Helen Spring (M)
Eleanor Stengel (M)	Patricia Watson (M)
Richard Welch	Jane Wertz (M)

(M) indicates membership in our church

I wish to thank the church staff who compiled this report.

Respectfully submitted,
Dixie Grimes, Clerk

SECTION IV

NOMINATING COMMITTEE

Key to abbreviations:

- N1: Nominee for election, N2: nominee for 2nd term and P: partial term
- Membership is generally 2 terms of 3 years except for Property which allows 3 terms
- Officers and AT LARGE Members of Church Council serve multiple terms of 1 year
- Number after committee name indicates number of members stipulated in the By-Laws.

All Nominees take office upon vote at the Annual Meeting.

Term	COMMITTEES AND MEMBERS	Term Ends
	OFFICERS (1 yr terms)	
N1	Moderator - Russell Sanna	2019
N1	Assistant Moderator -Leslie Mahoney	2019
N2	Clerk - Dixie Grimes	2019
*	Treasurer - Mitch Eckel	2019
N3	Asst Treasurer - Mary Jalenek	2019
N3	Auditor - David Kolstad	2019
	AT LARGE Church Com Members (3)	
N3	Kathy Manley	2019
N4	Jane Turner-Michael	2019
N2	Mary Lou Esposito	2019
	MET BOSTON ASC DELEGATES (2)	
N1	Thad Jackson	2019
N4	Nancy Haynes	2019
	CHRISTIAN EDUCATION (9/6)	
2	Otto Judicke	2019
1	Polly Vanasse	2019
1	Marcia Ackley	2020
N2	Rob Freund	2020
N1	Janet Lawson	2021
	DIACONATE (9 Men, 9 Women)	
	Diaconate - 9 Women	
2	Suzanne Giles	2019
1	Michele Forinash	2019

1	Ann Noyes	2019
2	Betsy Swaim	2020
1	Claire Wilcox	2020
N2	Mary Jane Knudson	2021
N1	Mary Hennings	2021
N1	Jean Cummings	2021
N1	Barbara Stevens	2021
	Diaconate - 9 Men	
2	Rick Olney	2019
1	Matt Boger	2019
1	Hjalmar Pompe van Meerdervoort	2019
2	Bob Lawson	2020
1	Bob Lehmann	2020
1	Chuck Stevenson	2020
N2	Richard Pasley	2021
N2	Bill Stumpf	2021
N1	Fran Cummings	2021
1	Will Lehmann	Youth
	FELLOWSHIP (6)	
2	Holly Salemy	2019
1	Noelle Valentine	2019
1	Pam Nelson	2020
1	Brooke Redmond	2020
N2	Kara Chappie	2021
N2P	Hilary Robinson	2021
N1	Lindsay Boger	2021
N1	Beth Thut	2021
	FINANCE (6)	
2	Betsy Veidenheimer	2019
2	Amanda Hickman	2019
1	Peter Kirkman	2020
1	Elaine Bonoma	2020
N2	Ed Boyajian	2021
N1	Jon Rennert	2021
	Treasurer and Assistant Treasurer	
	Church Business Manager	
	LIBRARY (5)	
2	Ellen Campbell	2019
2	Stephen Haas	2019
N1	Patience Jackson	2021
N1	Demi Ayres	2021

	MEMBERSHIP (9)	
1	Paul Mahoney	2019
2	Sarah Hart	2019
1	Lori Boisvert	2019
2	Leslie Feigh	2020
2	Michelle Stewart	2020
N2	Holly Pompe van Meerdervoort	2021
N2	Marcia Ackley	2021
N1	Jill Robitaille	2021
N1	Ruth Piper	2021
	MISSION (9)	
2	Dale Ryder	2019
2	Shane Siefer	2019
2	Heidi Harring	2020
1	Peter Nash	2020
N1P	Andrew Thut	2019
N1P	Diana Kolstad	2020
N1	Amy Pasley	2021
N1	Carolyn Stein	2021
N1	Holly Salemy	2021
	MUSIC & ARTS (5)	
2	Kathy Maloney	2019
2	Claudia Veitch	2020
1	Marcia Macres	2020
N2	Fred Williams	2021
N1	Rob Ayres	2021
	NOMINATING (6)	
1	Thad Jackson	2019
1P	Tussie Williams	2019
2	Trish Siefer	2020
1	Rich Eckel	2020
N2	Anne Lehmann	2021
N1	Jennifer Clarke	2021
	PASTOR-PARISH (7)	
1	Susan Stumpf	2019
1	Stephen Hart	2019
1	Fred Williams	2019
2	Bill Ackles	2020
2	Mary Ann Ferrell	2020

N2	Milt Schwenk	2021
N1	Lawrie Okurowski	2021
	PERSONNEL (6)	
2P	Leslie Ackles	2019
1	Janet Benvenuti	2019
2	Carole Wayland	2020
1	Rob Veidenheimer	2020
N2	David Antos	2021
N2	Kristi Detweiler	2021
	PROPERTY (9) (3 term limit)	
2	Nick Noyes	2019
1	Sean Detweiler	2019
1	Jen Lannan	2019
3P	Bob Clarke	2019
3	Jim Davidian	2020
2	Alan Merry	2020
N2	Phil Swain	2021
N2	Tom Chappie	2021
N2	Hilda Parrott	2021
	SAFE CHURCH (5)	
2	Tom Piper	2019
1	Melissa McMorrow	2019
3	Carolyn Stein	2020
N4	Jeff Campbell	2021
N1	David Kolstad	2021
	SOCIAL ACTION (8)	
2	Janet Lawson	2019
2	Nancy Haynes	2020
2	Holly Darzen	2020
N2P	Andy Veitch	2021
	STEWARDSHIP (6)	
1	Jeff Campbell	2019
1	Rich Hollingsworth	2019
2P	Beth Vause	2020
1	Jon Piper	2020
N1	Liz Crowell	2021
N1	Becky Schwenk	2021

We are grateful for the members of these church committees who serve our congregation with their gifts of time and talent. We sincerely thank those who have served, those currently serving, and those nominated at Annual Meeting.

Respectfully submitted by the Nominating Committee: Rich Eckel, Thad Jackson, Diana Kolstad, Anne Lehmann, Trish Siefer, and Tussie Williams

SECTION V

ANTIQUES SHOW

2017 saw another successful year for the Antiques Show with this year's show raising nearly \$16,000. 100% of the proceeds from the Show went directly to support agencies that TriCon supports through its Mission efforts.

With the addition of Jane Nelson and Pam Nelson to the Committee, we were able to increase our outreach to magazines and newspapers to promote the show and we were also able to sell more ads. Revenues from the Antiques Show come from five different sources – ticket sales, dealer rentals, the Café, ads and dealer tips. Every year, the Committee works hard to come up with new ways to increase revenue through additional ads and marketing of the show. All efforts to support us in this area are very much appreciated.

Every year, the Antiques Show Committee counts on the hundreds of volunteers who help in the café, bake, porter, move furniture, take care of the decorations, put up signs, serve as Night Watchmen, and help at the front desk. It would be impossible for TriCon to continue this nearly 50-year old tradition without the support and dedication of so many church members.

The Café has become a vital part of the Antiques Show and a large source of its revenue. The dedicated volunteers who plan the menu, clean the kitchen in preparation for the show and work tirelessly in the kitchen preparing the home-made soups and sandwiches and then selling the items are critical to the success of the show. The Committee would like to express our deep gratitude to them for their cheerful and professional efforts in the kitchen.

The 2018 Antiques Show will be held on November 2nd and 3rd. We look forward to working with you again!

Respectfully submitted,

Bobbi Benson
Amy Bruning
Leslie Cheney
Sally Clutter
Sarah Hart
Lauren Huyett
Linda Longden
Jane Nelson
Pam Nelson
Ruth Piper
Dale Ryder (Chair)
Judy Walpole

Antiques Show Financial Statement **2017**

	2016	2017
Income		
Donations	150	150
Café Proceeds	4,016	4,482
Dealer Rent	7,950	7,935
Entrance fees	5,147	6,380
Program ads	2,150	2,150
Treats/ sale of items	220	0
Porters	331	554
Interest	1,942	1,355
Income	21,906	23,006

	2016	2017
Expense		
Café expenses	476	579
Cards, booklets	1,857	1,950
Advertising	1,869	2,996
Table rental -estimate	379	406
Signs	42	560
Permit/ Serve Safe	1,483	215
Expenses	6,106	6,706

Net Proceeds \$16,300

CARING CONNECTION

The Caring Connection, under the auspices of the Diaconate, “facilitates mutual ministry, by connecting needs with resources.” During 2017, Kathy Flynn and Cynthia LaMothe, Co-Chairs of the Caring Connection Committee, called and offered support and concern to different families or individual members of our church. Over 200 contacts were made.

Kathy decided mid-year that she would retire from the Co-Chair job after 12 wonderful, dedicated, and important years of service. We thank Kathy so much for all she has done for the Caring Connection. We are blessed that Polly Vanasse has stepped into the job very successfully.

Subcommittees of the Caring Connection are Meals, Hospital and Home Visits, Memorial Receptions, Bereavement Notes, Families with New Babies, Transportation, and Memorial Gifts. Kathy, Polly, and Cynthia are very grateful for the thoughtful, caring work of these committees.

The Caring Connection provides meals to those in the church community who might need them. We have a list of volunteers who deliver meals. Special thanks to those who made meals this year! Also, several times a year Caring Connection volunteers meet at the church and cook meals, which are stored in the church freezer and delivered as needed. Over 80 meals were provided this year.

Members of the Hospital and Home Visits Committee, headed by Susan Kluge, regularly visited people who were hospitalized, homebound or in nursing homes. Susan was helped in this service by several members. At Christmas and Easter, flower deliveries were made to many shut-ins and homebound members by the Diaconate, aided by Susan. At Valentine’s Day, cards made by Sunday School students were delivered to some members. Prayer Shawls made by the Knitwits are delivered as needed. At the end of the year Susan Kluge retired from her important and caring leadership position. She will continue with some visits, delivering Sunday flowers, and the Knitwits. We thank Susan so much for all she has done for the Caring Connection. Susan’s shoes will be hard to fill. Kathy Flynn will take over the Christmas, Valentine and Easter deliveries. Mary Jane Knudson will be the Diaconate Liaison, and Sue Stumpf will make hospital visits.

The Memorial Receptions Committee members, Sally Clutter, Ann Jacobs, Louise Johnson, Carol Miller, Rebecca Purcell and Sally Schnitzer, host receptions for Memorial Services and funerals. During 2016, twelve receptions were held.

Special thanks to Barbara Stevens who has the responsibility for writing Bereavement notes to church families and individuals who have suffered the loss of a loved one.

Trish Siefer heads the Committee for Families with New Babies. When there is a birth, she visits the family, presenting a book of children’s prayers and a hand-knit hat. A meal is also provided to these families. No new babies were born at TriCon in 2017.

Our Transportation Committee made up of three members (Demi Ayres, Thad Jackson and Susan Stumpf) offers rides to people who want to come to church or need to go to appointments. Special thanks to our regular drivers Tom/Ruth Piper and Joan Rosazza!

Sally Clutter has headed the Memorial Gifts Committee for 10 years. She retired from this position in the spring and Mary Jalenak has taken over this responsibility. This year Memorial Gifts received funds in memory of Bob Baldrige, Everett Frost, Mary Lawrence, Bob Nelson, Bonnie Soleau, Helen Spring, Eleanor Stengel, Pat Watson, and Jane Wertz. No memorial gift funds were used in 2017.

Caring Connection volunteers and church staff hosted the annual, always well-attended, birthday party for eighty and ninety year olds in June.

We thank all the church members who have played roles in our Caring Connection Group. They are much appreciated by us and by those whom they have helped and supported.

Respectfully submitted,
Kathy Flynn & Cynthia LaMothe & Polly Vanasse

CHRISTIAN EDUCATION COMMITTEE

2017 marked a successful year for the Small Group idea and Christian Education (CE) is pleased to have generated a pair of these spiritual discussion groups. The Lenten 5 week series focused on forgiveness. The Advent 3 week series addressed hope. Attendance at these groups continues to increase. This past year we had a record number of Lenten and Advent groups (13) and the largest number of participants to date (approximately 150). CE is currently at work on our next Lenten series which will address how Jesus would have us relate to family, friends, the marginalized, authority, and God. As in the past, there will be an Ash Wednesday kickoff supper, with groups scheduled to begin the following week.

2017 saw some increased efficiencies in the way that we generate our Lenten and Advent groups, for example, it appears we may now have an established set of hosts and facilitators for each of the two groups. Moving forward, this should reduce the amount of effort needed to find future hosts and facilitators. In addition, we continue to identify among ourselves members who are able to write the content and we are pleased that each chapter for the past Advent series and each chapter for the upcoming Lenten series is being written by a different CE member.

In addition to the groups, CE worked during the late spring with the Transition Team to create a Spiritual Discernment booklet. This booklet examined spiritual practices by approximately two dozen church members and was designed to help share ways in which we engage our Christian faith in our everyday lives.

CE is happy to have added Polly Vanasse and Janet Lawson to its ranks. We will be working with the Nominating Committee to find one or two additional members so we can increase our numbers. This may provide the manpower to offer an additional type of group (Bible study?) and it will also ensure continuity when veteran CE members move on.

CE is grateful for the enthusiastic response for spiritual discussion and understanding among our fellow parishioners. We thank our facilitators and hosts. Our facilitators are very skillful at promoting heartfelt and honest discussion and the hosts are gracious, warm and generous. We would not be able to enact these small groups without them. I would also like to acknowledge the members of the CE team. They are engaging, thoughtful, hard working and creative. The CE Committee is pleased with its efforts this past year and we eagerly look forward towards further spiritual connectedness in 2018.

Otto Judicke, Chair

The Christian Education Committee:

Marcia Ackley, Rev. Bob Brown, Rob Freund, Janet Lawson, Carrie O'Brien, Polly Vanasse

REPORT OF THE DIACONATE

“The Diaconate, together with the Minister(s) shall be responsible for leading the spiritual affairs of the Church, which includes overseeing pastoral duties and worship, caring for the membership, supporting the Church as a teaching parish, and encouraging lay participation in each of these responsibilities.”

The Diaconate welcomed Ann Noyes, Claire Wilcox, Chuck Stevenson, Bob Lehmann and Will Lehmann (youth deacon) to the committee this year. We are organized into the following standing sub-committees, with the following members volunteering in 2017.

Communion:	Rick Olney and Michele Forinash
Confirmation:	Rev. Bob Brown and Suzanne Giles
Baptism:	Rick Olney and Matt Boger
Liturgists:	Hank Haff and Betsy Swaim
Flowers:	Richard Pasley and Bob Lawson
Special Sunday Ushers:	Ann Noyes and Bob Lawson
Handbook:	Hank Haff
Assistant Chair:	Matt Boger
Interim Minister Search:	Leslie Mahoney, Hjalmar Pompe van Meerdervoort, Mary Jane Knudson
Worship:	Betsy Swaim, Sue Richards and Claire Wilcox
Caring Connection Liaison:	Mary Jane Knudson

Over the past year, the Diaconate continued its mission to enhance the spiritual life of the Trinitarian Congregational Church in a number of ways.

Interim Minister Search

We began the year with The Interim Minister Search Committee (Leslie Mahoney, Hjalmar Pompe van Meerdervoort, and Mary Jane Knudson) focusing their search for an Interim Minister of Spiritual Development & Congregational Life, the title becoming more focused on the needs of the church. We have been blessed with Rev. Jean Vandergrift and her talents and energy for assisting us in finding our path during this time of ministerial transition. Jean has worked with the Diaconate to encourage our participation in assisting with the Church Profile, and opening our minds to explore thoughts of Who we are, Who are neighbors are, and Who God is calling us to be.

Search Sub-Committee

The Diaconate Search Sub-Committee worked tirelessly over the summer to find seven members for the Search Team whose main mission is to call a senior minister to TriCon. They spoke with over 30 individuals for the committee, who have now taken over from the Transition Team and are diligently reviewing the Congregational Profile.

Lent and Advent Seasons

The Diaconate supported the spiritual enrichment of the Congregation during the Lenten season, including Small Group Ministries and services for Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday and Easter. Thank you to all the Deacons who participated in the more than 40 volunteer roles needed for the Lenten Season services.

During Advent, the Diaconate enjoys decorating the sanctuary with the annual greens and memory wreath, arranging for Advent readers, serving as ushers for the Christmas Eve services, cleaning and coordinating the candles for the candlelight services, and coordinating the ever-growing Christmas Eve Youth gathering prior to the midnight service.

Confirmation

The Diaconate continues its extensive support of TriCon's confirmation class. Since the class was moved to sophomore year in high school, the program was completely reconfigured with Suzanne Giles and David Hart leading the youth class, with assistance from Rev. Bob Brown and the adult mentors who are deeply involved with the youth. It is a wonderful gift to help our youth discover and grow in their faith each year. The culmination of the class comes with the reading of their faith statements, some of which are shared with the full congregation on Confirmation Sunday each Spring. The Diaconate also coordinates a celebration breakfast for the parents, relatives, and youth on Confirmation Sunday.

Communion

The Diaconate participated in the serving of Communion with the responsibility for passing of the bread and cup, and also serving by intinction during the past 12 months. Despite being a 2000 year-old sacrament, serving communion is a continual learning experience at TriCon for new and returning deacons, particularly due to our new balcony and choir arrangement in the sanctuary. We are grateful for and appreciative of Sylvia Greene's fresh baked breads (including gluten-free) and service every month of the year.

Baptism

The Diaconate supported Rev. Brown's baptism of **three** infants and one adult in 2017. The Diaconate is indebted to Rick Olney and Matt Boger for their leadership and involvement on the Diaconate's behalf.

Worship

The worship committee was reinstated this year to begin to discern what we as a congregation want from our worship services. This is a larger conversation that is just beginning within the Diaconate but will likely grow to include the larger congregation. It may begin to dovetail with ideas of how we use our new sanctuary, who we are as a congregation and where we are going. The conversation may ultimately once again revisit the thoughts of how many, and what types of services we have.

Recognition of Others

We are forever grateful to members of the Congregation who assist us in carrying out our responsibility of leading the spiritual affairs of the church. We were visited by the Caring Connection twice in our meetings this year and have instituted a liaison to their committee

(Mary Jane Knudson) so that we can tighten our connection and provide more communication regarding those who we deliver flowers to and visit twice per year during Advent and Easter. We recognize the many efforts of the Deacons, but also innumerable members of the congregation who unfailingly assist when called upon to read scripture, provide sanctuary flowers, wash and iron communion linens, provide Christmas and Easter flowers, host, lead and participate in small group ministries, mentor Confirmands, and much more.

And finally, we are thankful and blessed with our dedicated and extremely hard-working clergy, Reverend Brown and Reverend Vandergrift. Their spirit and leadership guide us daily and is an inspiration to those of us fortunate enough to work with them.

Respectfully submitted,
Leslie Mahoney, Chair
Suzanne Giles
Betsy Swaim
Sue Richards
CC Donelan
Mary Jane Knudson
Michele Forinash
Ann Noyes
Claire Wilcox
Rick Olney
Bob Lawson
Hank Haff
Richard Pasley
Bill Stumpf
Matt Boger
Hjalmar Pompe van Meerdervoort
Bob Lehmann
Chuck Stevenson
Will Lehmann (youth member)

FELLOWSHIP COMMITTEE

The Trinitarian Congregational Church Fellowship Committee planned and implemented the following events in 2017:

Mother's Day Tea, May 5: This fellowship event celebrated those who are mothers and who have mothers. There were 35-40 attendees, many of whom also brought donations for Household Goods Recycling Ministry.

Potluck Dinner, May 7: Hosted a potluck dinner for the Transition Committee.

Pizza and Salad Supper, May 21: Hosted event for the Transition Committee.

Strawberry Festival Brunch, June 4: Provided punch, strawberry shortcakes, hotdogs, chips and grapes for all attending immediately after our Sunday morning church service.

Gathered Together, June 29: To discuss the Church Profile Document for the Transition Committee.

Welcome Back Brunch, September 10: Provided quiche, fruit and muffins for all attending immediately after our Sunday morning church service.

Ham and Bean Supper October 29: Helped to serve and clean up at the supper for the Transition Committee.

Advent Tea, December 6: There were 35-40 women who very much enjoyed participating in this event. Items were brought for donations to a Women's Shelter.

Respectfully submitted by,
Holly Salemy

Committee Members:

Kara Chappie
Pam Nelson
Brooke Redmond
Hillary Robinson
Holly Salemy

THE AL FILIPOV PEACE AND JUSTICE FORUM

The annual Al Filipov Peace and Justice Forum honors an individual who, through his or her life and work, has made a positive contribution to social justice and peace, and who inspires individuals to make a difference in their own communities, the nation, and the world. The Forum was founded to remember the life of Al Filipov, a beloved member of Trinitarian Congregational Church who died in the September 11, 2001, terrorist attack at the World Trade Center in New York. Each September since 2002, the Forum has invited a distinguished individual to speak and preach on issues of peace and justice in the world today. Past speakers have been drawn from a variety of faith communities and backgrounds, but the unifying theme remains an active commitment to social justice and peace. The Al Filipov Peace & Justice Award was inaugurated in 2011, upon the tenth anniversary of 9/11, and its first recipient was The Rev. Dr. James A. Forbes, Jr., Senior Minister Emeritus of The Riverside Church in New York City.

On Wednesday, September 13, 2017 at 7:00 pm, the Al Filipov Peace & Justice Award was presented to Michael Murphy, co-founder and executive director of MASS Design Group, before an audience of over 180 people. Michael Murphy spoke about his mission to research, build, and advocate for architecture that promotes justice and human dignity, through collaboration with communities to design buildings that serve and improve people's lives in measurable ways throughout the world.

The Forum maintains a web site (www.AIFilipov.org) and a Facebook page to publicize our programs and to archive past events. The Forum is recorded and is rebroadcast by CCTV several times after the event. The Filipov Forum does not engage in active fund raising, but receives free will donations at the event and other gifts from interested individuals.

Thanks go out to all the Forum members and friends who have helped to carry forward the message of Al Filipov and his wife, Loretta, over the past years and who have offered their support for future work. The Forum receives wonderful support from other church committees, and we wish especially to thank Sally Clutter and Rebecca Purcell for organizing and hosting the reception following the lecture this year. I would like to extend my sincere thanks to the generous and thoughtful committee members and to Rev. Bob Brown and the church staff for the expertise, commitment, professionalism, and joy they bring to our work together.

Respectfully submitted,
Liz Haff, Chair

2017 Committee Members

Loretta Filipov
Liz Haff
Jennifer Hart
Nancy Haynes
Richard Pasley
Cheryl Shea
Claudia Veitch

FINANCE COMMITTEE

The Finance Committee is responsible for advising our members, ministers and staff on the proper use of the funds entrusted to us to support our on-going worship, facilities, work and outreach. We accomplish this by the preparation of an annual budget with an eye towards long-term fiscal planning. As well, we provide necessary financial input required for addressing unforeseen events in the life of the church.

2017 income was \$985,210 after adjusting for Mission Income (which is spent dollar for dollar) versus a budgeted figure of \$983,600.² Pledge collections were under what had been pledged, \$742,862 versus \$750,000. However, Prior Year Pledges and Use of Facilities were both higher than budgeted. Expenses were down largely due to a lower Personnel expense, which was \$600,951 versus the \$620,500 we budgeted. Personnel salary was less than anticipated, because we budgeted for a full year of an interim minister and Jean did not start her role until March 1. Administrative hours were less than budgeted over all and salary and benefit expenses were less than budgeted. 2017 resulted in a budget surplus of \$16,326. The Finance Committee recommends allocating \$10,000 of the surplus to the Search Committee, and the remaining \$6,000 to the Technology Fund to continue an on-going computer replacement process to address antiquated systems.

Pledges made for 2018 to date total \$750,000, which is flat with last year's number and well under the goal of \$783,300. Pledges made in 2017 but paid in 2018 will supplement our pledge number somewhat. Additionally, we will continue our practice of taking a 4% draw from the income of our endowed funds. We are also planning to use \$7,000 of pledge reserves unless more pledges come in. Our total income, after adjusting for the Mission Income figure, is \$1,016,600³.

The increase in the Personnel Budget reflects a modest staff increase of 2% and increases in health expenses. There have been additions to Amy Bruning's hours as part of a transitioning process as she takes over more business management responsibilities.

The members of the 2017 Finance Committee were Elaine Bonoma, Ed Boyajian, Amanda Hickman, Peter Kirkman, and Andrew Thut. I am especially grateful to Andrew as he steps off our committee after six years of dedicated service. Thank you to Jeff Campbell of Stewardship, for faithfully attending our meetings. Finally, I would like to thank Mitch Eckel, our Treasurer, Mary Jalenak, our Assistant Treasurer, and Judy Walpole, our tireless business manager, for their care and dedication to the financial affairs of the church.

² Total income for 2017 was \$1,058,154 versus a budgeted amount of \$1,019,600.

³ Total budgeted income for 2018 is \$1,052,600.

LIBRARY COMMITTEE

The church library acquires books through gifts, donations, and purchase. Suggestions for acquisitions are always welcome. If there is a book that you think we should add to our collection, please speak to any member of the Library Committee.

The committee has continued this year to cull the shelves in order to maintain a collection that is attractive and accessible. Gently used and duplicate books are donated to the town libraries and prisons. If you know of other resources that may be interested, speak to any member of the Library Committee.

Please come visit this quiet and comfortable space.
Ellen Campbell, Susan Eckel, Betsy Spaulding, Stephen Haas

MEMBERSHIP COMMITTEE

The goals of the Membership Committee are to provide opportunities for individuals interested in exploring membership to meet with clergy and church leadership, guide them through the membership process, and to help our newer members more quickly feel part of the church family. We offer small group opportunities so that people new to our community feel personally connected to and supported by Trinitarian Congregational Church.

During our regular monthly meetings the Membership Committee discusses different ideas on getting new people to learn about and join TriCon. We sponsor coffees welcoming newcomers after services throughout the year, generally once per month. We also conduct "Exploring Membership Orientation" meetings, participation in which is required to be eligible for membership. At these meetings, in addition to an overview of the UCC faith and TriCon traditions provided by the clergy, Committee members share their perspectives on the church as an introduction to prospective new members.

During the fall of 2017 we hosted an after work social at Kit Nichols' home, for those considering joining and those who recently joined, as a way of continuing to make them feel welcome. The evening was well attended, included general social time and a discussion of why people joined TriCon and what it means to them to be a member. Coffees during the fall included the following themes: Family Experiences at TriCon, TriCon experienced as a single person, and Holiday traditions at Tricon.

We held one joining ceremony during the 10:00 a.m. service in the spring of 2017.

In 2017, TriCon welcomed six new adult members and reactivated two other memberships.

Dale Ryder continued to serve as our Membership Coordinator.

In addition to Dale Ryder who served graciously and diligently as our Membership Coordinator, I thank Kit Nichols, Leslie Feigh, Sarah Hart, Michelle Stewart, Holly Pompe van Meerdervoort, Marcia Ackley, Lori Boisvert and Jon Rennert for their hard work, dedication, and support, not only of our larger church community but also of each other. A special thanks to Jon, a former committee chair, as he finishes his second term of service.

Respectfully submitted,

Paul Mahoney, Chair

MISSION COMMITTEE

The Mission Committee allocated \$194,912 to 37 agencies in 2017. This included \$15,000 to the Mission Trip and a matching gift of up to \$10,000 for the Christmas offering.

In March, Mission Committee members met for a Saturday morning retreat to discuss our strategy for allocating funds and the breakdown of the agencies. At that time, the committee decided to add an inner-city pre-school (*Nurtury*), *Community Servings* (an organization that prepares home cooked meals for ill and low income families), a Worcester YWCA program called *Girls' Choice* which provides skills based training for adolescent and teenage girls, and *Institutional Institute of New England* which helps documented immigrants acclimate to the US. In addition, the committee approved a one- time gift of \$10,000 to *UNICEF* to help their efforts to alleviate starvation in sub-Sahara Africa. The committee now feels that it has a well-balanced portfolio of agencies, although all of them are subject to an annual review by committee members.

The Mission Committee continues to work with church staff to share its stories and thank you letters from grateful agencies (there is a section on Mission in every Newsletter). There is also information about the agencies TriCon supports on the website should you be interested in additional information.

The committee will be saying goodbye to Rick Johnson, Beth Knauss, and Jim Hall all of whom have served for six years on Mission. Their talents, dedication, and ideas very much enhanced the work that the committee was able to do. And as sad as we were to have Prescott Stewart and Ellen Quackenbush leave the committee, we know that their gifts will be well utilized and appreciated on the Search Committee.

It has been a pleasure to serve with these dedicated and talented church members.

Respectfully submitted,

Jim Hall
Heidi Haring
Rick Johnson
Beth Knauss
Peter Nash
Ellen Quackenbush
Dale Ryder (Chair)
Shane Siefer
Prescott Stewart

Mission – 2017 Donations	Mission Budget	Antique Show	Mission Endow't	¹ Other	
Basic Support	50,000				
Fellowship Dues (MBA/UCC)				14,151	
Total OCWM	50,000			14,151	64,151

All Hands			5,000		5,000
Boston Seafarer's	1,000			500	1,500
Chaplains on the Way			1,500		1,500
City Mission Society	7,500				7,500
Communities for Restorative Justice	4,000				4,000
Community Servings	5,000				5,000
Concord Area Pre-School Assn.	1,550				1,550
Concord/Carlisle Human Rights	500				500
Concord Children's Center	3,000				3,000
Concord Prison Ministry		4,800			4,800
Cooperative Metrop. Min.	500				500
Domestic Violence Services	3,500				3,500
Gaining Ground	2,000				2,000
Hurricane Harvey Relief				6,591	6,591
Household Goods Recycling	2,000	2,000			4,000
International Institute	5,000				5,000
Justice Resource institute	4,000				4,000
Kasiisi Project (Uganda)	5,000				5,000
Lamontville (S. Africa)	3,500		1,200	28,500	33,200
³ Massachusetts United/ Puerto Rico				14,778	14,778
² Metro West Legal Services				6,200	6,200
Metta Partners (Burma)	3,000				3,000
Minuteman ARC	6,000				6,000
Miscellaneous Expenses	550				550
Mission Trip 2017	10,000				10,000
Mission Trip 2018				15,000	15,000
Nurtury			3,000		3,000
Operation Homefront		4,000			4,000
PFLAG	2,000				2,000
Reach Against Domestic Violence	3,000				3,000
Restoration Project	1,500				1,500
Sharing Foundation	3,600				3,600
Solutions at Work	4,000				4,000
South Sudan Famine Relief				10,000	10,000
⁴ Syrian American Medical Society				755	755
The Food Project	1,000				1,000
The Open Table		5,000			5,000
UNICEF				311	311
YMCA – Girl's Choice			5,000		5,000
Zimbabwe –school roof	2,300			1,200	3,500
Sub-total	2,300	15,800	15,700	83,835	117,635

TOTAL	135,000	15,800	15,700	97,986	264,486
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¹ Other includes special offerings, Fellowship dues, allocations from prior year funds and designated mission contributions; ² 2017 Easter Offering; ³ The 2017 Christmas Offering to be sent in 2018 when it will be supplemented by a \$10,000 match from unallocated funds; ⁴ Additional funds received for the 2016 Christmas offering for Syrian America Medical Society

MUSIC AND ARTS

2017 was a year bursting with so much wonderful music at TriCon. Our congregation and community enjoyed hearing our Director of Music, Vickie Wagner, play our new pipe organ, the Senior Choir filling our hearts with song, talented guest instrumentalists and soloists and the angelic voices of the Hosanna Singers.

Music has been proven to be healing to tired and broken souls, by evoking emotional responses to relax or stimulate the brain and heart. TriCon's wonderful music program enhances the worship experience for everyone by nourishing our souls.

TriCon continues to reach out to our local community and offer public musical events such as Silent Films accompanied by organist.

The Music and Arts Committee would like to thank the Senior Choir and Vickie Wagner for their dedication and the music which they bring to our worship services.

The committee would also like to thank Matt DiBattista for assisting with the choir rehearsals and sharing his talents with our congregation on many occasions, especially Advent Music Sunday and Christmas Eve services.

Respectfully submitted,
Marcia J. Macres
Claudia Veitch
Fred Williams
Demi Ayres
Kathy Maloney

PERSONNEL COMMITTEE

The congregation welcomed Rev. Dr. Jean Vandergrift, who joined TriCon in the end of February as the Interim Minister for Spiritual Development and Congregational Life. While the Search Committee begins its search for a new Senior Minister the Personnel Committee believes we are fortunate to have Rev. Robert Brown as Acting Senior Minister.

The Personnel Committee was charged with updating the Personnel Policy Manual in 2017, as the current version was created in 2011. We reviewed job descriptions as a part of our check-ins with the staff in the spring, and finalized the new manual in November. We have also been discussing the role of the Personnel Committee in determining compensation for the Senior and Associate Ministers, and agreed we will be available for participation as requested.

At Judy's suggestion, Committee members have written articles for the church newsletter featuring staff members. The Committee also contributed to the Church Profile document as requested by the Transition Team. We also hosted a festive holiday lunch for the staff in December.

The Finance committee is recommending a 2% increase in staff salary for 2018. The Personnel Committee concurs.

Respectfully submitted,

Carole Wayland, Chair
Leslie Ackles
David Antos
Janet Benvenuti
Kristi Detweiler
Rob Veidenheimer

PROPERTY COMMITTEE

The 2017 Property Committee first met to remove the Christmas decorations. It was good to see everyone together again to help the church at the beginning of the year. At the end of 2016, the Lombard's moved out of the parsonage at 26 Brook Trail in Concord. It was previously decided that we should put the property up for sale.

With the help of the team from Barrett/Sotheby Realty, we inspected the empty property and decided how to best get it ready to put on the market. This entailed renting a roll-off dumpster and hiring contractors to remove the remaining contents of the house. Rooms were painted, floors were sanded and upgrades were made to the kitchen. We had to repair the foundations and install a new septic system as well. The house sold within a few months and the proceeds to the church were nearly \$600,000. We are grateful to Barbara Lynch, Amy Barrett and Jeanne Burton from Barrett Realty for donating their services to the church. Their time and professionalism was much appreciated. We also thank Bob Clarke for overseeing the installation of the new septic system. His experience and knowledge once again were very helpful.

The rest of the year was largely uneventful. The church needed minor repairs such as replacing light bulbs and ensuring that our building is up to code. We continue to use the plan we adopted several years ago to keep up with the painting and repairs inside and outside the church rather than let it accumulate and make a much bigger project. This seems to be a less expensive approach to maintaining the building.

We are fortunate to have such a dedicated group on our Property Committee. We are grateful for the guidance from Judy Walpole and all committee members.

Sincerely,

Jim Davidian
Alan Merry
Sean Detweiler

Nick Noyes
Tom Chappie

Bob Clarke
Phil Swaim

Hilda Parrott
Jen Lannan

SOCIAL ACTION COMMITTEE

The Social Action Committee continued its involvement in issues revolving around social justice, equity, diversity and sustainability. The committee sponsors forums and discussion events that promote social justice and helps to lead local outreach efforts. We work with other churches and other committees within our congregation.

Highlights 2017

- Social Action is responsible for bringing speakers for the Martin Luther King, Jr. service and educational forum in January. In 2017, we worked with Rev. Brown to see if we could identify speakers from the Concord community instead of from greater Boston, as had been the past practice. Michele Forinash was asked and accepted the committee's invitation to be this year's speaker – sharing her personal experiences of growing up in the south and facing the many challenges of being gay.
- We were again able to host a FAITH WORKS Sunday in April with some modest participation, less than had turned out in 2015. We were unable to organize an outing to Gaining Ground because there were no open dates available in April. We did arrange for an outing to Gaining Ground in the fall, but no one signed up to participate.
- In October, we helped with the CROP WALK for the Hungry, raising money for both international hunger relief through Church World service and also for local hunger relief through organizations like Open Table.
- Social Action worked with the Mission Committee, the Moderator and Rev. Brown in the selection of an organization to receive the 2017 Christmas Offering. *Massachusetts United for Puerto Rico* was selected. \$15,000+ was contributed in the Christmas Offering and the Mission Committee allocated \$10,000 from its budget for this organization.
- Social Action met in the spring and in the fall with Mission Committee leadership to explore the question of how best to be organized to offer service opportunities for the Tri Con Community. With the ongoing work of the Transition Team and the anticipation of a new chapter in the church's clergy leadership, there are thoughts that the work of the Social Action Committee may be re-examined in light of potentially larger changes with the Church's vision and commitments to social justice. That process will unfold as the Transition Team's work is completed and new clergy leadership begins its work.

Faithfully submitted,

Russell Sanna, Chairperson and the Social Action Committee:
Holly Darzen, Nancy Haynes, Janet Lawson, and Andy Veitch.

STEWARDSHIP COMMITTEE

Our Stewardship theme for this year was "Celebrating Community", two words that seemed to encapsulate many of the thoughts and insights revealed during nine months of active discernment in group discussions (large and small) and other activities organized under the umbrella of "Evolve 2017". TriCon's strong sense of itself as a nurturing community of faith with abundant gifts to celebrate served as the backdrop for both our campaign goals and for the Vision Statement that ultimately emerged out of the church's transition work. This fall, many in our church spoke from the pulpit in Calls To Stewardship about how they have been embraced in vital ways by this nurturing community which they feel blessed to be a part of. We are very grateful for their stories and words of inspiration.

We offer sincere thanks to Judy Walpole and Amy Bruning for overseeing all the logistics of the Haversacks distribution and various pledge related mailings, plus the beautifully crafted campaign brochure filled with inspirational quotes, dozens of recent pictures, and colorful graphics illustrating our church budget. Thanks also to the route captains who kept an eye on the haversacks throughout our neighborhoods. We also engaged in direct mailing to over 100 families not grouped into an established route. We thank all the members of our committee who shared a part in hosting the annual Stewardship breakfast.

The work of the Stewardship committee is to oversee the collection of annual pledges that comprise 80% of the church's operating income. This year's stewardship campaign had very specific funding goals that would require a 5% overall increase in pledge giving. The added pledge income was to cover expected increases in personnel costs, to return to 20% the percentage of our mission giving from pledge income, and to offer additional program support in the areas of music, adult education, small groups, and hands on multi-generational mission outreach. The pledge goal for this year totaled \$783,300. As of the publication of this report, the campaign stands at \$750,000 or 96% of the goal, a shortfall of \$33,300. To help close this shortfall, our committee will be exploring one or more events later this spring after the next phase of our clergy transition is complete.

In the year ahead, the Stewardship committee will be examining the effectiveness of our annual pledge appeal and exploring alternatives to the Haversack distribution. We will investigate what works well at other churches similar in size to our own. We found it more difficult than in the past to collect the Haversacks in a timely fashion and our campaign is already divided among several forms of appeal (e.g. direct mail, website, calls, pouches, etc.). So, it seems like a good time to carefully explore what other churches are doing and pull our own approach together more effectively and with some new thinking. More on this to report in the months to come.

The comparative results of the 2017 campaign are shown in the table that follows. Thanks to all our parishioners who generously contributed to the stewardship of TriCon Church in both the last and for this upcoming year.

Respectfully submitted,
 Jeff Campbell, Chair
 Rich Hollingsworth, Jon Piper, Beth Vause, Katie Wilson

Budget Year	2018	2017	2016	2015	2014	2013	2012
Total Pledging Units	323	336	365	387	385	400	401
New Pledging Units	10	4	12	21	24	12	19
Total Pledged	750,000	747,700	766,500	800,953	769,140	740,500	731,400
Campaign Goal	783,300	764,000	832,000	800,800	791,800	787,000	730,000
Over/(Under) Goal	(33,300)	(16,300)	(65,500)	153	(22,660)	(46,500)	1,400
Average Pledge	\$2,322	\$2,225	\$2,100	\$2,070	\$1,998	\$1,851	\$1,824

Pledge Distribution		2017	2016	2015	2014	2013	2012
Less than \$300	28	32	39	43	43	49	43
\$300-\$499	23	23	28	36	33	35	31
\$500-\$699	49	52	48	43	49	55	72
\$700-\$999	20	21	22	27	23	29	21
\$1,000-\$1,299	49	48	64	63	54	53	60
\$1,300-\$1,999	34	35	45	42	51	49	43
\$2,000-\$2,999	37	43	35	46	49	55	61
\$3,000-\$5,999	58	56	56	61	63	55	50
\$6,000 and up	25	26	28	26	20	20	20

SECTION VI

TREASURER'S REPORT

As detailed in the report of the Finance Committee, 2017 ended up being a decent year. We had a surplus of \$16,326, which the Finance Committee recommends allocating \$10,000 to fund the Search Committee and \$6,326 to the Technology Fund for replacement of aging computers. It must be noted, however, that surplus was primarily due to a significant underspend in the Personnel Budget, which will not be replicated in 2018.

A positive event was the sale of the Brook Trail parsonage for \$652,000 (net \$595,058). Those funds were allocated to our Clergy Housing Endowment Fund, bringing the balance of that fund to \$1,362,772. Income from that fund supports the housing allowance provided to our ministers. \$40,000 was withdrawn for this purpose in 2017.

Another positive is that the General Endowment fund increased to \$1,270,660. Approximately 4% of the beginning balance (\$47,500) was taken into income to support the budget. After expenses and withdrawals, the fund increased by 6% in value.

An area of concern, however, is the expected increased costs we will incur once we have a settled Senior Minister and Associate Minister. The larger part of that expense is expected to occur in 2019.

Another area of continuing concern is the decline in pledging units and the lessening pledge income. The Pledge units are down from 401 units in 2012 to 322 in 2018 and this trend is very worrisome. Pledge income received in 2017 was some \$7,000 less than budgeted. The average pledge was \$2,225.

A positive is that the FinCom was able to continue the Mission contribution at 18% of pledge income. Note, however, that declining pledge income is making this increasingly difficult to maintain.

Further, the average pledge figure is influenced by a small number of much larger gifts. As those generous, often long time members, die or move away, it takes a large number of smaller gifts to replicate the funds lost. Please evaluate your pledge and increase if possible.

The Organ Fund campaign is now almost complete with some payments still being made and one very generous gift, which is anticipated to be paid over several more years.

Everyone should consider making a bequest to the General Endowment Fund in their Will or Trust. Unless pledge income increases significantly, we are going need more support from this fund going forward.

Special thanks are due to our able Finance Chair, Betsy Veidenheimer, and the diligent Fincom Members. And I can't express enough appreciation for Judy Walpole, our business manager, and for the able assistance of the Assistant Treasurer, Mary Jalenak.

Respectfully submitted,
G. Mitchell Eckel, III

**TRINITARIAN CONGREGATIONAL CHURCH
INCOME STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 2017**

Receipts

Budget

Actual

Offerings		
Pledges - Current Year	750,000	742,862
Pledges - Prior Year	8,000	10,190
Plate Offering	8,000	8,745
Sub-total	766,000	761,797

Use of Facilities		
Tenants - LEAP School/Sprint		92,160
Other		17,380
Sub-total	104,000	109,540

Clergy Housing Endowment	40,000	40,000
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Other Income		
Special Gifts/Interest	1,500	10,673

Endowment Fund Income	47,500	47,500
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Special Missions		
Easter Offering	5,000	6,209
Christmas Offering	10,000	15,533
Mission Endowment Fund Income	15,700	15,700
Antique Show	15,800	15,800
Other Mission	5,200	35,402
Total Special Missions	51,700	88,644

TOTAL RECEIPTS	1,010,700	1,058,154
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**TRINITARIAN CONGREGATIONAL CHURCH
INCOME STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 2017**

PERSONNEL	Budget	Actual
Salaries		
Clergy	95,179	88,880
Program Staff	122,408	122,958
Administrative Staff	154,154	148,677
Sexton	7,943	7,604
Total Salaries	379,684379,684	368,119368,119
Benefits		
Payroll/Self Employment Taxes	41,665	40,917
Pension/401K	35,212	34,162
Lay Health Insurance	18,500	18,173
Clergy Health/Life/Disability Insurance	34,400	34,400
Clergy Housing	69,600	64,000
Education Funds	3,500	3,637
Bonus	13,000	13,000
Travel Allowances	3,000	3,000
Total Benefits	218,877	211,289211,289
Other Expenses		
Guest Ministers	1,600	1,700
Workers Compensation Insurance	4,500	4,493
Sabbatical Funding	2,000	2,000
401K Administrative Fees	3,600	2,960
Personnel Administration	739	890
Other Expense Contingency	12,4399,500	12,0439,500
Total Expense	21,939	120,451,543
TOTAL PERSONNEL	620,500	600,951

**TRINITARIAN CONGREGATIONAL CHURCH
INCOME STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 2017**

Property **Budget** **Actual**

Church		
Fuel	7,000	4,798
Utilities	17,500	19,302
Insurance	14,500	10,350
Cleaning Services	6,000	7,200
Maintenance Agreements	18,500	17,425
Snow Removal	8,500	12,399
Maintenance and Repairs	27,500	28,267
Lawn Maintenance	11,000	9,630
Total Church	110,500	109,371

Parsonage		
Fuel	700	1,021
Utilities	500	415
Snow Removal/Lawn Maintenance	800	550
Maintenance and Repairs	500	939
Total Parsonage	2,500	2,925

Transfers to Reserves		
Painting	8,000	8,000
Facilities Refurbishment	5,000	5,000
Total Reserve Funding	13,000	13,000

TOTAL PROPERTY	126,000	125,296
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MISSION **Budget** **Actual**

Budget (18% of Pledge Income)	135,000	135,000
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UCC Dues	14,000	14,151
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Other Missions		
Easter Offering	5,000	6,209
Christmas Offering	10,000	15,533
Mission Endowment Fund Income	15,700	15,700
Antique Show	15,800	15,800
Other Mission	5,200	35,402
Total Other Missions	51,700	88,644

TOTAL MISSION	200,700	237,795
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TRINITARIAN CONGREGATIONAL CHURCH
 INCOME STATEMENT
 FOR THE YEAR ENDED DECEMBER 31, 2016

PROGRAM	BUDGET	ACTUAL
Church School	3,000	4,077
Youth Ministries/Confirmation	4,000	4,000
Adult Ministries	1,000	3,717
Music and Other Arts	20,000	19,999
Technology/Website	5,000	5,294
Diaconate	6,000	5,227
Stewardship	1,400	3,085
Fellowship	4,000	4,395
TOTAL PROGRAM	44,400	49,794

ADMINISTRATION	BUDGET	ACTUAL
Postage	7,000	5,681
Supplies & Printing	12,000	15,716
Telephone	6,000	3,585
Payroll Service	3,000	3,010
TOTAL ADMINISTRATION	28,000	27,992

TOTAL EXPENDITURES		1,041,828
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EXCESS RECEIPTS OVER EXPENDITURES		16,326
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**Trinitarian Congregational Church
Balance Sheet - December 31, 2017**

ASSETS		
CASH AND INTEREST-BEARING DEPOSITS		
Cambridge Trust - Checking	128,796	
Cash Reserves (Note 1)	179,473	
Petty Cash		75
Housing Equity (Note 2)	326,526	
CD - DeMott Fund	25,654	
Black Rock Fund (Note 3)	10,573	
		671,097
GENERAL ENDOWMENT FUND (Note 4)		1,270,669
<u>CLERGY HOUSING ENDOWMENT (Note 5)</u>		1,365,772
<u>MISSION ENDOWMENT (Note 6)</u>		
Tri-Con Gift Shop Contributions	40,000	
Contributions to the 1998-2000 Capital Campaign	191,700	
Appreciation	<u>192,813</u>	
Total Mission Endowment		424,513
<u>TOTAL ASSETS</u>		<u>\$3,732,051</u>
LIABILITIES AND FUNDS		
LIABILITIES		
Accrued Expenses (Note 7)	44,874	
Prepaid Pledges	112,865	
Mission Trip (Note 8)	35,417	
Mission Prior Year Funds (Note 9)	26,051	
LEAP Utility off-set	3,334	
Cash Items in transit (Note 10)	12,473	
401K funds	1,409	
LEAP School Security Deposit	<u>1,000</u>	
	237,423	
<u>GENERAL ENDOWMENT FUND</u>		1,270,669
<u>CLERGY HOUSING ENDOWMENT</u>		1,365,772
<u>MISSION ENDOWMENT FUND</u>		424,513
OTHER FUNDS (Note 11)		
Reserves	(12,931)	
Memorial Gifts	34,911	
David A. DeMott Fund	25,654	
Sr. Pastor Housing Equity	326,526	
Caring Connection	1,520	
Filipov Forum	20,341	
End Homelessness Advocacy	2,931	
Antique Show	<u>17,746</u>	
		416,699
GENERAL FUND		
Prior Year	649	
Current Year	<u>16,326</u>	
16,975		
<u>Sub-total of Fund Balances</u>		<u>3,494,628</u>
<u>TOTAL LIABILITIES AND FUNDS</u>		<u>3,732,051</u>

NOTES ON THE 2017 BALANCE SHEET:

Note 1 Cash Reserves - Funds representing the Reserve Funds and other designated funds invested through Welch and Forbes in Preferred Stock and other interest-bearing accounts.

Note 2 Housing Equity Fund - A fund established per contract with Rev. John Lombard, to compensate for his lost housing equity while residing in the parsonage - invested through Welch and Forbes, being paid out to him over 15 years following his retirement.

Note 3 Black Rock Fund - This fund represents holdings in interest-bearing deposit accounts that are reflected in the Financial Statement at cost.

Note 4 General Endowment Fund - The Endowment Fund assets, reflected at market value, are invested through Welch and Forbes under the oversight of the Finance Committee.

Note 5 Clergy Housing Endowment - The proceeds of the sale of the Laurel Street parsonage in 2012 and the Brook Trail parsonage in 2017, reflected at market value, are invested through Welch and Forbes with the income to be used to defer the costs of clergy housing.

Note 6 Tri-Con Gift Shop - The funds (\$40,000) remaining at the closure of the Tri-Con Gift Shop in 1992 were invested in mutual funds and interest-bearing accounts with the income available on an annual basis, for mission purposes. These funds were joined with the Capital Campaign Mission Endowment Funds in October 2003 to form a Mission Endowment Fund, the interest to be available on an annual basis for mission purposes. The principal contributions will continue to be recorded separately on the church books.

Note 7 Accrued Expenses - Accrued expenses include 401K matching funds to be distributed in 2017; pre-paid housing; Christmas Eve music expenses.

Note 8 Mission Trip - This account contains fees paid by participant families and amounts received through fund-raising before payment of all expenses associated with the trip.

Note 9 Mission Prior Year - Includes funds from prior year to be expended in 2018, including \$14,778 from the 2017 Christmas offering.

Note 10 Cash Items in transit - Includes donations to the Flower Fund and other small accounts.

Note 11 Changes in Fund Balances - See chart following:

Note 11 Changes in Fund Balances: 2017

	Balance 1/1/17	Contributions/ Operating Revenue	Realized Income, Dividends, Interest, Capital Gains	Changes in Market Value	Transfers	Expenditures	Balance 12/31/17
Endowment Funds							
General Endowment	1,197,304	5,000	32,701	93,912	-47,500	-10,748	1,270,669
Clergy Housing Endowment	710,520	605,858	30,184	80,084	-50,800	-10,074	1,365,772
Mission Endowment	400,076	1,500	10,837	31,389	-15,700	-3,589	424,513
Sub-total	2,307,900	612,358	73,722	205,385	-114,000	-24,411	3,060,954
Reserves							
Contingency	30,181	0	2,496	0	0	0	32,677
Facilities Refurbishment	30,263	0	2,488	0	5,000	-5,175	32,576
Painting Fund	23,356	0	2,265	0	8,000	-3,964	29,657
Pastoral Assistance Fund	5,326	5,200	706	0	0	-2,002	9,230
Pledge Reserve	61,255	0	5,067	0	0	0	66,322
Technology Fund	11,287	0	261	0	0	-8,121	3,427
Organ Fund	-319,048	96,418	0	0	40,978	-9,976	-191,628
Sabbatical Fund	2,442	0	366	0	2,000	0	4,808
Sub-total	-154,938	101,618	13,649	0	55,978	-29,238	-12,931
Other							
Filipov Forum	19,186	2,297	1,553	0	0	-2,695	20,341
Secure Building Fund	26,247	0	0	0	0	-26,247	0
Housing Equity	323,512	0	8,388	24,375	0	-29,749	326,526
End Homelessness Adv,	3,909	725	0	0	0	-1,703	2,931
Caring Connection	1,590	1,650	0	0	0	-1,720	1,520
Social Concerns	120	0	0	0	0	-120	0
Memorial Gifts Fund	26,545	5,721	2,667	0	0	-22	34,911
Antique Show	17,435	23,701	1,355	0	-15,800	-8,944	17,747
DeMott Fund	25,500	0	154	0	0	0	25,654
General Fund	91,477	928,354	0	0	73,822	-1,076,678	16,975
Sub-total	535,521	962,448	962,448	14,117	24,375	58,022	-1,147,878
Total	2,688,483	1,676,424	101,488	229,760	0	-1,201,527	3,494,628
							3,494,628

Endowment Fund—Contributions

Restricted

1908	Asa Melvin – Income only for salary of pastor	\$1,000
	1910 Mary Munroe – Allows \$10 of income to the Sabbath School, \$10 for mission work and the balance for the pastor's salary	5,031
1911	Mary Munroe – Income only for repairs	2,000
1911	Mr. & Mrs. Samuel D. Kent – Income for pastor's salary	500
1912	Prescott Hosmer – Income only for support of preaching	6,055
1918	James C. Melvin – Income only for salary of pastor	1,000
1922	Eveline Haskell – Income only for support of the gospel	50
1930	George Wheeler – Income only for music	500
1939	James E. Baker – Income for uses of the church	1,000
	Philip Hocquard – Legacy of Bridget Hocquard Income only for music	500
1957	Helen W. & Emma W. Kelley – Income for general purposes	5,000
1957	Raymond T. Stowe – Income only for youth	1,000
1959	John O. Algeo – Income only for upkeep of church property	3,000
1967	Margaret W. Lamson – Income for use of church school	200
1983	Women's Union (from Edna Chapman in 1939) – Income only for upkeep of parish hall and parlor	1,000

Unrestricted

1925	Richard Wilson	1,050
1931	Mary D. Bull	500
1933	Sarah Perkins	50
1936	Bessie Towle	500
1938	Alfred Sawyer	1,000
1939	Laura A. Moody	300
1939	Lucy Eva Morse	300
1943	Lillian E. Benjamin	200
1945	Lucy E. Tarbell – In memory of her mother, Lucy Clark Tarbell Perry	500
1951	Bessie Whitney	200
1952	Sarah G. Moore	1,000
1953	Stacy Reynolds	3,000
1956	Laura M. Hallett	500
1957	George D. Hallett	500
1957	Benjamin Moody	200
1960	Margaret Hamilton Algeo	3,000
1960	Raymond D. Willard	1,000
1960	Minna & Maude Findeison	500
1962	Josephine T. Tuttle	500
1967	Margaret W. Lamson	200
1968	Edna D. Willard	1,000
1969	Frank B. Esau	5,000
1969	Minnie Coolidge Moore	1,000
1970	Edwin H. Fritz	2,142
1970	Esther D. Reed	100
1981	Paul C. Bruning	71,518
1982	Edna & Louise Stimson	1,000
1984	Trinitarian Congregational Church	1,000
1986	Davina Cuthbert	100
1987	Trinitarian Congregational Church	5,000
1988	Trinitarian Congregational Church	11,220

1988	Ralph & Marian Hemenway (Includes additional contributions made in 1991 & 2006)	6,175
1989	Trinitarian Congregational Church	5,577
1989	Hope Coolidge Trust	2,221
1995	In memory of Karl and Alice Kellogg	2,000
2003	Estate of Dorothy Johnson	1,000
2004	Estate of Persis C. Brown	5,000
2004	Given by Susan, Burton and Tyler Bates in memory of H. Burton Bates, Jr.	5,000
2007	Frederick Fritz	40,000
2012	Estate of Ruth Barber	5,500
2013	Estate of Elizabeth C. Read	20,000
2013	Estate of Richard D. Nethercut	5,000
2014	Patricia Freed 1992 Trust	10,000
2014	Estate of Gene Parish	5,000
2015	Estate of Marjorie Striker	200
2015	Estate of Marillyn DeMott	25,000
2015	Estate of Harl Aldrich	68,600
2016	Estate of Emily Mitchell	30,000
2017	Estate of Harriet Parish	5,000
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	Total Contributions	\$383,189

SECTION VII

Income	2017 Budget	2017 actual	draft 2018
Pledges	750,000	742,862	750,000
Prior Year Pledges	8,000	10,190	20,000
Plate Offering	8,000	8,745	8,500
Use of Facilities	104,000	109,540	108,000
Miscellaneous Other	1,500	10,673	1,000
Mission Endowment	15,700	15,700	16,900
General Endowment	47,500	47,500	50,700
Clergy Housing Endowment	40,000	40,000	54,500
² Mission Offerings and Other Income	36,000	72,944	36,000
From Reserves	8,900	0	7,000
Total Income	1,019,600	1,058,154	1,052,600
Expense			
Personnel	620,500	600,951	651,420
Property	126,000	125,296	126,000
Mission:	0	0	0
Mission Budget	135,000	135,000	134,280
Mission Endowment	15,700	15,700	16,900
² Mission Offerings and Other Income	36,000	72,944	36,000
Dues	14,000	14,151	14,500
Church School	3,000	4,077	4,000
Adult Education	1,000	3,717	1,500
Youth and Confirmation	4,000	4,000	3,000
Music	20,000	19,999	20,000
Diaconate	6,000	5,227	5,500
Fellowship	4,000	4,395	4,500
Technology/Website	5,000	5,294	5,000
Stewardship	1,400	3,085	2,000
Administration	28,000	27,992	28,000
Total Expense	1,019,600	1,041,828	1,052,600
Excess		16,326	

SECTION VIII

REPORT OF THE AUDITOR

To: Members of the Trinitarian Congregational Church, Concord, Massachusetts

I have reviewed the Balance Sheet as of December 31, 2017 and the Income Statement and accompanying notes for the year ended December 31, 2017 for the Trinitarian Congregational Church as prepared by the Business Manager and as presented to the congregation.

In the course of this review, certain account balances as of December 31, 2017 were tested against statements of account furnished by banks and securities firms as of December 31, 2017 and were found to be in agreement with or reconcilable to the statements of account. In addition, a sample of monthly transactions was traced from original or source documents through to the final output reports in order to verify the accuracy of the information presented in the reports.

I conclude the above referenced Balance Sheet, Income Statement and accompanying notes present fairly the financial position of the Trinitarian Congregational Church as of December 31, 2017 and the income expenses for the year ended December 31, 2017.

Respectfully submitted,



David Kolstad

Concord, Massachusetts
January 21, 2018