

January 2018

At first it seems as if the New Year comes suddenly, with the drop of the ball in Times Square, with the flip of the calendar page, and new numbers on our digital devices, but in reality, 2018 has been developing long before it turns. The manner in which we move from one year into the next is a fluid process; the year evolves before it emerges.



The same can be said for the liturgical seasons of Advent and Christmas. There is not just one day of Christmas but twelve, and those days from December 26 to January 6 pay no attention to January 1! The season of Christmas evolves and Epiphany emerges.

It seems to me that many things – maybe even the most important – evolve until they emerge: decisions about where to go to college, what job to take, the experiences of falling in love, marriage, and parenting, plus writing an article, starting a business, and retiring. From the Bible consider the seven “days” of creation, plus all that brooding time beforehand, forty years wandering in the wilderness, seventy in exile, nine months before the infant Jesus was born and thirty more years for him to emerge as the Messiah on his mission. Jesus taught that the Kingdom of God is now, is coming, and grows by stages – “first the stalk, then the head, then the full grain.” (Mark 4:28) Thus, you and I should probably make peace with process and look for what is emerging from it.

One of the key outcomes of Evolve 2017 is the consensus of the Transition Team and Search Committee as to the call of God to TriCon for this coming phase of its life and ministry. After about ten months of gestation, if you will, a Vision Statement has been born: **God is calling TriCon to be a nurturing community of faith that honors God through service and mission.**

Furthermore, your fellow members have gleaned **three priorities** for the congregation to work on together toward realizing this future:

- ***Create vibrant worship through a spectrum of opportunities**
- ***Live out our faith through caring for one another and hands-on service and mission**
- ***Cultivate our church community to grow and thrive through increased collaboration, communication, and harnessing our collective talents.**

What has emerged from 2017 is a succinct, memorable, and hopefully compelling articulation of direction for this congregation, one that stirs up excitement as it translates into steps of search for the Senior Minister – a statement that you will have more time to get to know in January.

I encourage you to read subsequent pages of this newsletter for more details about how the first months of 2018 at TriCon will unfold.

Blessed New Year!
Jean



SENIOR MINISTER SEARCH PROCESS

THE VISION STATEMENT

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

The Three Priorities:

Create vibrant worship through a spectrum of opportunities

Cultivate our church community to grow & thrive through increased collaboration, communication, & harnessing our collective talents

Live out our faith through caring for one another & hands on service & mission



Winter 2018

THE CONGREGATIONAL PROFILE

- Transition Team submits to Rev. Vander Hart and congregation for review.

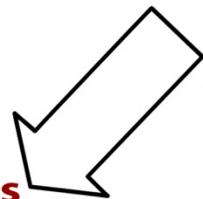
- Church Council approves Profile.

- Bob reads profile and discerns whether there's a ministerial fit with Tricon church, and if so, continues his candidacy.

THE SEARCH PROCESS

- The Search Committee then reviews Bob's ministerial profile, compares it to that of the congregation, and conducts interviews with him to come to a recommendation on his candidacy.

CONGREGATION COMES TO A DECISION ON THE SEARCH COMMITTEE'S RECOMMENDATION



Coming Soon!
Diagram of the Decision Making Process

You can find the "textual" version of the Decision Making Process on the following newsletter pages.



A Special Seasonal Worship For All Ages

Connecting the Gospel Story to Our Own

We have waited together through the season of Advent, lighting candles against the darkness in anticipation of the coming Messiah. Christmas came and joyously renewed our hope as Christ was, once again, born in every heart.

And now the story continues...

Encountering Jesus compels us to leave the manger and follow him along a new path into an uncertain but hopeful future. Like the three wise men, we cannot go back the way we came. There is a new route to follow.

Come prepare for this journey with the whole family, as we worship together on **Epiphany Sunday, January 7** at our 10:00am service. We will listen to the wisdom of the Magi. We will each receive the gift of a personal "star word" to guide the way forward. Together, we will nourish our soul at the communion table. And then, following our worship, we will celebrate by decorating STAR COOKIES in the parish hall!

- *CELEBRATE COMMUNION*
- *SING WITH THE MAGI*
- *PICK A STAR WORD FOR 2018*
- *JOIN THE OMG CHOIR*

(Occasional Multi-Generational)

a "drop-in" choir for all ages, voice types, and levels of experience

Encountering the wonder of "God in flesh appearing" is not the end of the story. It is only the threshold where one path ends and another begins. Join us for this special celebration!

"Worshipping Together" are specially designed services for all ages.

JANUARY WORSHIP

January 7 COMMUNION	Service at 10:00 a.m. EPIPHANY	Rev. Robert Brown preaching
January 14	Service at 10:00 a.m.	Nickie Turpin, guest preacher
January 21	Service at 10:00 a.m.	Rev. Dr. Jean Vandergrift preaching
January 28	Service at 10:00 a.m.	Rev. Robert Brown preaching

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



RE:imagining our Future and Pastoral Leadership Transition Plans – Winter 2018

Key Points of Progress to date:

- The Transition Team and Search Committee has discerned together the Vision Statement and Priorities for TriCon Church:

**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,** such as 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,** such as youth, family, and adult mission opportunities.
3. **Cultivate our church community to grow and thrive through increased collaboration, communication, and harnessing our collective talents.**

- The Transition Team incorporated this statement and priorities into its final draft of the Congregational Profile and has submitted it to the Rev. Wendy Vander Hart, MA Associate Conference Minister.

The Discernment and Decision-making Process:

January 2018

- Rev. Vander Hart will convey her comments on the submitted Congregational Profile and orient the Search Committee more fully to its role and work.
- The Transition Team will consider any suggestions from Rev. Vander Hart and revise the Congregational Profile as it deems appropriate.
- **The Church Council will submit the Profile to the congregation by January 14th giving it the opportunity to review the document and to submit *written* comments to the Moderator by January 26th.**
- The Church Council, the Transition Team, and the Search Committee will meet on January 30th to approve the Congregational Profile. Upon approval, it will give it to the Rev. Bob Brown for his review and discernment as to his candidacy as settled Senior Minister of TriCon.

February 2018

The Rev. Bob Brown notifies the Moderator and Chair of the Diaconate of his intention to candidate for the position or *not* to candidate for the position of settled Senior Minister of TriCon.

Should Rev. Brown decide **NOT** to candidate for the position, the Moderator will communicate this decision to the Search Committee, Church Council, Diaconate, and the congregation. The Search Committee will then initiate a *national* search.

Should Rev. Brown decide **TO** candidate for the position, the Moderator will communicate his decision to the Search Committee who will embark upon a search process of due diligence with him exclusively, carrying it out to its conclusion.

- Due diligence and full consideration of Rev. Brown's candidacy will involve multiple steps, possibly to include: a full comparison of his Ministerial Profile to the Congregational Profile, a check of references, a compilation of questions to explore as a committee concerning Rev. Brown's candidacy and to explore later with him, and committee deliberations to a consensus recommendation.
- Once the Search Committee has reached its recommendation, it will communicate it to the Church Council, who will in turn set in motion the appropriate steps with the congregation per the following scenarios.

Possible Scenarios at the culmination of the Search Committee's work:

1. THE SEARCH COMMITTEE RECOMMENDS REV. BOB BROWN FOR THE POSITION OF SETTLED SENIOR MINISTER.

In this case, the Church Council will call a Congregational Meeting to receive the Search Committee's recommendation and to vote upon it.

At the Congregational Meeting, if the congregation votes IN FAVOR by the 2/3 majority required by the By-laws *and* by the margin that Rev. Brown deems acceptable, AND HE ACCEPTS THE CALL of the congregation, he will then take up the role of settled Senior Minister immediately, and the Church Council will set a date for a service of installation.

Upon affirmation of the Church Council, Jean Vandergrift will stay on as the Interim Associate Minister. (She will **not** candidate for this or any other permanent staff position.) In this scenario, the Search Committee will be given an opportunity to continue to serve to find a settled Associate to complete the clergy-staffing model – a model that will be able to carry out the Congregational Vision and Priorities.

2. THE SEARCH COMMITTEE RECOMMENDS REV. BROWN AS THE SETTLED SENIOR MINISTER, *BUT* EITHER THE CONGREGATION DOES NOT VOTE HIM IN AT A 2/3 MAJORITY REQUIRED BY THE BY-LAWS, OR TO THE PERCENTAGE ACCEPTABLE TO REV. BROWN, AND CONSEQUENTLY, HE DOES *NOT* ACCEPT THE CALL TO SETTLED SENIOR MINISTER.

The Church Council can ask him to stay on in the Acting Senior Minister role until such time as the national search is completed and the new settled Senior Minister is in place. A smooth transition and an appropriate closure to Bob's ministry at the right time will be top priorities.

3. THE SEARCH COMMITTEE DOES *NOT* RECOMMEND REV. BROWN TO THE CONGREGATION AS THE SETTLED SENIOR MINISTER.

In this case, the Church Council will follow the same steps as under Scenario 2, and the search for a new settled Associate would not begin until the new settled Senior Minister is in place.

There is intentionally no scenario described here in which Rev. Brown will return to the role of Associate Minister of TriCon should the process lead to a national search and another settled Senior Minister, because Bob deems it best for him, for the church, and the new Senior Minister NOT to resume the Associate position in such a case.

It is possible that all the possible scenarios have not been described here and that the Holy Spirit may open a way unforeseen at this time. Through this transition, TriCon is striving to discern and follow the call of God with the utmost transparency and grace to achieve the ultimate good and to bless all concerned.

TRICON EMERGE 2018

MARKERS ALONG THE JOURNEY

Transition Team & Search Committee Updates & Comments

REFLECTIONS FROM JANE TURNER MICHAEL

After an intense year of meetings, interviews, listening, considering, pondering, discerning, writing, editing, and praying throughout, the Transition Team, under the wise and thoughtful guidance of Reverend Jean Vandergrift, has completed the Church Profile.



We are satisfied with our work and feel it aptly represents the entirety of our congregation and the priorities you hold up as most important in our ongoing work together as Trinitarian Congregational Church. The Church Profile was sent to Reverend Wendy Vander Hart last week for her review. We anticipate that it will be made available to you around January 14 for your observations and comments. We very much look forward to hearing what you have to say.

Speaking solely for myself, this year-long journey has been a transition for me too. I joined the Transition Team for several reasons, the first of which was to serve my church. I have never been able to support our church financially in the way I would have liked, thus, it is my honor to give of my time, energy, and

REFLECTIONS FROM PRESCOTT STEWART

A lot of people have commented to members of the search committee about the big task that awaits us with the search process. While that is very much true, we can tell you that our job has been made a whole lot easier thanks to the hard work, thoughtfulness, and attention to detail that that transition committee has placed into our church profile. For X number of months, the transition committee has been meeting on a regular basis, has hosted forums and has spent countless hours synthesizing reams of feedback into a coherent and dynamic road map for TriCon.



As a result, the search committee is enormously blessed with a very clear vision to follow in our search process – a vision that truly is reflective of our collective voice. Not only does the search committee owe a big thanks to the transition committee for their dedication and hard work, but the entire congregation owes them a big debt of gratitude. They have not just produced a document that is helpful in the search process, they have provided TriCon with a guiding light and path forward for all of us to

talents. I realize that the decisions our Transition Team has made on your behalf over this past year will direct the efforts of our congregation for many years to come. I wanted to serve our church in this important way.



Over these past many days and weeks, I have gotten to know, care for, and respect each member of the Transition Team. I can say unequivocally that they have been devoted to your vision for our church and have worked tirelessly and without bias to get it right.

In giving the gift of my time I have received an even greater gift, in that I have drawn ever closer to God. Through each day in this year of active listening, pondering, discerning, and praying, I have become far more aware of God's presence in my life as in the life of the church and have honed a keener sense that God wants only the best for us and for Trinitarian Congregational Church. It is through our good faith and work that we serve God and God's vision for us.

Jane

Your Transition Team

Nick Bruning
Cynthia Schweppe
Andrew Thut
Charity Tremblay
Jane Turner Michael, Chair

follow in pursuit of becoming our best selves. For that and so much more, we say thank you to the transition committee for this treasured gift of inspiration and vision.

Prescott



Your Search Committee

Matt Boger
Peter Bruning
Michele Forinash
Loretta Filipov
Paul Mahoney
Ellen Quackenbush
Prescott Stewart, Chair
Jane Turner Michael



WELCOME TO TRICON!

Whether you are just visiting, looking to find a church home or still feeling your way after several visits, we encourage you to pick up brochures and other information in the parish hall or the church entry, and to come for refreshments in the parish hall following the service.

You are welcome to participate in any of our church programs and activities and to sign up your children for Church School or youth programs. For more information, contact Christian Education Director, Carrie O'Brien or Youth Leader, Nick Bruning. Call the church office if you have any questions.

SILENCE IN THE STORM: A WEEKLY MEDITATION GROUP

When: Mondays, 10 A.M.-11:30 A.M.
in the Church Parlor

Looking for a quiet space for meditation and prayer? We meet weekly in the church parlor. We explore both guided and unguided meditation and prayer with music and occasional speakers. We mainly seek to find and honor the present. It is an exercise in being, rather than doing.

For more information, please contact Liz Crowell at Lbenema@gmail.com or 781-608-4765.

ATTENTION MEN OF THE CHURCH Join the Anchor Group

The Anchor Group meets on the **first and third** Tuesdays of each month at 7:00 a.m. in the church parlor. The Anchor Group is a group for men of all ages who discuss and share issues of religion and spirituality in light of contemporary culture. Any questions, email Greg Howes at howes2012@gmail.com.

From the Diaconate: PRAYERS IN OUR PROGRESS

Our Search Committee, which was recently joyously commissioned, has been hard at work creating an important spiritual connection with each other and becoming familiar with the proposed profile of our church in preparation to conduct the Search Process.

This talented and committed Search Committee (Jane Turner Michael, Loretta Filipov, Michele Forinash, Paul Mahoney, Matt Boger, Prescott Stewart, Peter Bruning, and Ellen Quackenbush) will invest many hours, days and weeks fulfilling their charge. As we enter into this exciting "next phase" of our search, we invite you to continue with your prayers of gratitude and support for the duration of the Search Committee's journey. You will find a sign up calendar in the Parish Hall. Our hope is to have as many individuals as possible sign up for a day to hold each of these committee members in your thoughts and prayers. These prayers can be for support, strength, discernment, commitment, openness, gratitude, appreciation or anything else you "hope" for them. This is a way for all of us to be present, invested, engaged, thoughtful and grateful to each of these respected members of our church. As one member of the Search Committee put it, "On any given day it will be nice to look at the calendar and see all the people who are *in our corner* when we need it!"

CAREGIVERS GROUP

The TriCon Caregivers Group is an opportunity for parishioners and friends in caregiving roles to come together to share accomplishments and failures, joys and sorrows, laughter and hope, as well as valuable information about how to care for others and ourselves.

If the role of caregiver is part of your life, please consider joining the TriCon Caregivers Group. **We will meet on Wednesdays, January 10 and 24 at 10:00 a.m. in the church parlor.** Call the church office (978 369-4837) for more information.



Knitwits

January 24 AT NOON!

JOIN US IN THE
PARLOR
Wednesday,

The Knitting Group meets in the church parlor once a month. Everyone from beginner to expert is welcome. Bring your own project or work on one of ours'. You need not come every month but can join in when it is convenient for you. You may also choose to work on projects at home. Prayer shawls may be left at the church any time.

The deadline for the
February Newsletter
is January 15.

LIFE CHANGES

WITH SYMPATHY

Sincere sympathy to Marty and Bill Ryan and their family. Marty's mother, Ellie Stengel, died on December 5. Ellie and her late husband, Bob Stengel, were members of TriCon for nearly 60 years. In addition to being a church employee in the 1980's and 1990's Ellie volunteered in many positions at the church over the years and was well-loved by the congregation. Ever gracious and caring, she made the world a better place.

A memorial service will be held on Thursday, January 11, at 2:00 p.m. in the Duvall Chapel at Newbury Court in Concord.

Heartfelt sympathy to Sally Nelson and her family. Sally's husband, our member, Bob Nelson, died on December 13. A service was held at TriCon on December 18.

COMMUNITY EVENTS

Climate Solutions Speaker Series
is pleased to present:
An Evening with Bill McKibben

Thursday, January 18th, 7:30 - 9:00pm,
First Parish in Concord

Mark your calendars for a thought-provoking evening with environmentalist, author, and journalist, Bill McKibben. Author of the first book about global warming written for a general audience, McKibben is the recipient of the Gandhi Prize, and the Thomas Merton Award. He holds 18 honorary degrees and has been listed as one of the 100 most influential global thinkers by Foreign Policy Journal.

This event is organized by the Climate Solutions Speaker Series, and co-sponsored by TriCon. The event is free and open to all, but donations will be gratefully accepted.



SERMONS ON LINE

You can HEAR SERMONS
on line by going to
www.triconchurch.org

OR

Facebook.com and search
Trinitarian Congregational Church

REMINDER: FIND IT ON OUR WEBSITE TRICONCHURCH.ORG

If you have recycled your paper copy of this Newsletter and then remember an article you wanted to save or are looking for a date you forgot to put on your calendar, you can always find it on our website. Past and current newsletters are available there as well as a complete calendar of church events and lots of other important information about the church.

Annual Reports



NOW DUE

ALL COMMITTEE CHAIRS:

Please submit your report to Karen Lord in the church office (klord@triconchurch.org). Call or email Karen with any questions or for copies of prior year reports.

Open Table - JANUARY 2018

DIAPERS - particularly sizes 4, 5, and 6

UNSWEETENED CANNED FRUIT - particularly pineapple



Please bring Diapers, particularly sizes 4, 5 and 6 – they are very much appreciated, but if diapers are “out of your league”, there is also a need for Unsweetened Canned Fruit, particularly pineapple.

TRICON
OUTREACH

Helping Our Neighbors Locally and Globally



Concord
& Maynard

Serving Over 300 Guests Weekly

EASY *Online* Payments



Welcome to JANUARY!

If you pay your pledge online, and have previously entered a stop date, you will need to RESTART your payments with your **2018 Pledge**.

On our website, click on the maroon box labeled “Donations/Payments” and log in to your giving account. If you’ve newly discovered TriCon online giving, simply follow the instructions for setting up an online giving account.

You can make electronic transfer payments with your bank information. Or, you can make payments through your credit card, and consider adding a small donation to help the church offset credit card processing fees.

Questions? Need help? call Amy Bruning at the church office: 978-369-4837
Thank you!

2018 *Giving Envelopes* Available!

Prefer paper? Pick up your CANARY YELLOW 2018 Giving Envelopes in the Parish Hall - take as many or as few as you need. *Thank you!*



Celebrating Community

Betsy Swaim gave this moving message at a recent service.

"We are so blessed with talented, committed people here in TriCon. That doesn't happen by accident, ask anyone you see here Sunday after Sunday, "Why do you come to church?" And the answers will be different, numerous and moving. The people, the ministers, the music, the prayers, the community of faith, the caring, the support, the nurturing....it goes on and on.

We work hard at building and sustaining this church and our faith. All of us, with our many talents, gifts and resources. I am especially thankful for all of you who find ways to live out your faith to make this world safer, kinder, gentler, more beautiful and more caring."

As we begin to wrap up our Stewardship Campaign for 2018, we are grateful to all those who have made a pledge to ensure continuation of our church's mission and ministry in 2018.

If you have not yet done so, we urge you to commit to the church by making a pledge or gift. Pledge cards are available in the parish hall or narthex and a confidential pledge can be made online through our website or emailed to Judy Walpole at jwalpole@triconchurch.org.

The Finance Committee has started putting together a budget for 2018 and it is apparent that there will be some hard decisions and some trade-offs to be made. They will be hosting a **forum immediately following the service on Sunday, January 28th to share their thoughts and receive your input.**

It is our church and we are all the stewards. We must make decisions collectively on what is important and what we want to sustain and support.

If you did not complete payment of your 2017 pledge before the end of the year, it is not too late. Prior year payments are gratefully accepted – please note "2017" in the memo.

Confirmation Class in January

Sunday, January 7 – 5:00 – 7:00 p.m. – Confirmation Class

Sunday, January 21 – 5:00 – 7:00 p.m. – Confirmation Class

Please contact Rev. Bob Brown, Suzanne Giles, or David Hart with any questions.



CONFIRMATION



CHURCH SCHOOL



Sunday, January 7th

10:00am -
Worshipping Together Epiphany Service

Sunday, January 14th

Martin Luther King Weekend
10:00am - Worship

Sunday, January 21st

10:00am -
Prayer One Room Schoolhouse (NEW)

Saturday, January 27th

7:15am -
SEEKERS help Red Cross Food Bank

Sunday, January 28th

10:00am -
Light One Room Schoolhouse (NEW)
5:00pm - Voyagers Support Open Table

Check out our January on-line Church School newsletter for detailed information about calendar programming as well as news, photos and announcements.

If you are a new family and would like information about our Church School program, please contact our Church School Director, Carrie O'Brien, at cobrien@triconchurch.org. You may also visit our church website at www.triconchurch.org and click the Christian Education tab.

Where Can You Share Your Faith?

In Church School!

Our invitation to participate in Children's Ministry is extended to our entire TriCon family, not just those with children in our program. For all, it is the connections with children that help broaden and nurture our church community.

Many opportunities to support programming exist for people with a variety of gifts, in and out of the classroom. Church School Director, Carrie O'Brien, is looking forward to sharing them with you.

All of us working together will continue to pave the way for TriCon's children's journey of faith. They are the church of today and tomorrow!

There are opportunities to help support our winter program right now!



YOUTH GROUP MISSION TRIP 2018

48 Days to Texas!

39 high-schoolers and 8 adults will travel over February school vacation week to the Rio Grande Valley of Texas to work alongside an immigrant population, learning much about this marginalized group of people.

Important Mission Trip Dates this Month

Jan. 7th and 21st, 12:00 - 1:30 PM

These meetings are mandatory! Please contact Nick with any questions.

Youth Group in January

Sundays, Jan. 7th, 21st, and 28th 7:00 PM - 8:30 PM

NO Youth Group on the 14th

Discussion Group resumes Jan. 3rd
and meets most Wednesday evenings
7:30 PM - 8:30 PM



Nick Bruning, Youth Leader
978-618-1629 ~ call or text
nbruning@triconchurch.org

Youth Mission Trip FUNDRAISER!

Find the Table in the Parish Hall
after services on Sundays!
Show your support!

Every donation of \$25 or more gets you a STAR sign for your yard to proudly display your support of the TriCon Mission Trip Team!

And/or, you can buy a raffle ticket for a chance to win a hand-made rocking horse, generously donated by a TriCon member.

Dedicated Donations!

Mission Trip Service will be Sunday, March 11th, 10:00 AM

We will run a supporter page in the bulletin

If you'd like to dedicate a Mission Trip Donation in memory or celebration of someone special, let us know by using this form.

Even if you've already purchased a star or rocking horse raffle ticket, your dedication can be included!

I/We wish to support the TriCon Youth Mission Trip with the enclosed \$_____!

(Please write Mission Trip on the memo portion of your check)

___we already made a donation.

Please list our names and message as follows:

Given by: _____

In memory of: _____

In celebration of: _____

ITEMS OF INTEREST



Occasional Multi-Generational ("OMG") Choir

Come one, come all:

- ...little kids and big kids, teens and college students, adults of all ages.
- ...high voices and low, melody singers and harmonizers.
- ...music readers and by-ear learners.
- ...solo voices and only-in-the-shower singers

When?

Epiphany Service on Sunday, January 7

Gather in the Parish Hall 9:15 - 9:45 am to learn music for that morning.

ALTAR FLOWERS



If you would like to donate flowers for a Sunday service in 2018, you may sign up on the flower chart in the parish hall.

Thank You!

Thank you, Susan Kluge!!!

Susan Kluge has recently retired from some of the Caring Connection and other volunteer responsibilities she has been consistently performing for 20 years, bringing joy to so many of us in the TriCon community. One of the most caring, thoughtful, dedicated and conscientious people we know, Susan has made home, nursing home and hospital visits; delivered Sunday flowers; organized the distribution of Christmas and Easter flowers; and organized the Valentines' cards sent by the Sunday Schoolers, while also performing acts of kindness most people never knew about. She will continue as a volunteer folding weekly church programs and monthly newsletters and with her leadership of the Knitwits. We thank Susan for her wonderful contributions to the Caring Connection and to the TriCon community.

Email Cynthia LaMothe clamothe@verizon.com or Polly Vanasse pyoungkeller@gmail.com if you'd like to become a Caring Connection volunteer.

SNOW POLICY

When the Concord Public Schools or the Concord-Carlisle Adult Education classes are canceled, so are our events, classes, meetings. If there is a question, call the chairman or convener.

While we hope never to have to cancel a worship service, in the event of severe weather call the church answering machine, check the TriCon website or watch Channel 4, 5 or 7 for the latest information.



VOLUNTEER OPPORTUNITY!

We are looking for one or two people to straighten up the sanctuary each week, either following the Sunday service or at a time that is convenient for you during the week. If you have an hour to spare each week from September through June and would like to help keep the sanctuary neat and orderly, please contact the church office. We can really use your help!

Open Table Community Dinners All are Invited and Welcome!

DINNERS ARE HELD:

Tuesdays at 5:30 p.m.

Open Table, 33 Main Street, Maynard

Thursdays at 5:30 p.m.

First Parish, 20 Lexington Road, Concord

Your Generous Mission Dollars at Work MONTHLY SPOTLIGHT



Refugee Resettlement



Services For New Americans



Employment Support



International
Institute of
New England

INTERNATIONAL INSTITUTE OF NEW ENGLAND

The International Institute of New England (IINE) is a non-profit organization that provides humanitarian relief, education, skills training, job placement, family reunification and pathways to citizenship for 2,000 immigrants and refugees each year in the Boston and Lowell, Massachusetts, and Manchester, New Hampshire communities. In 2017, IINE offered humanitarian relief, English language learning, employment, skills training, and citizenship programs to more than 1,833 people from 66 different countries. *Learn more at www.iine.org.*

TRICON
OUTREACH

Learn more at:
triconchurch.org/missions-outreach

THANK YOU TRICON!

A thank you letter recently received by the Mission Committee:

On behalf of my co-chair and the other members of the Concord Carlisle Human Rights Council, thank you for your generous support....We are so grateful for your donationwhich will be used to help us hold our three major events: The Martin Luther King Choral celebration... the town of Concord's Holocaust Memorial ... and our Climate of Freedom breakfast... The Concord Carlisle Human Rights Council has been an advocate for human rights in our community, and in these uncertain times we will continue to monitor and strongly defend the rights of all our citizens.

Sincerely, Libby Kurten, Treasurer

LET'S GET TO KNOW EACH OTHER BETTER!!

Rick Johnson

Rick Johnson grew up on a farm in New Jersey and had a Huck Finn boyhood with lots of outdoor time. After college at Princeton, he served as a Weapons Officer on two US Navy destroyers, including service on the Cuban blockade during the missile crisis of 1962. After Harvard Law School most of his career was at a Boston law firm where he specialized in banking and environmental law. In the 1970's he spent several years at the newly created EPA, first as enforcement director for the New England region and then as national enforcement director in Washington.

Rick and Weezie fell in love as teenagers and have been married almost 55 years. They are very fortunate to have been TriCon members for over 40 of those years, and TriCon was very helpful in raising their three sons.

In retirement, Rick has worked for a number of environmental organizations, and he and Weezie spend a lot of time at their cabin in ME with friends and family. He has served on several TriCon committees and is a willing, if unskilled, helper to Weezie in the cafe kitchen during the Antiques Show.

Hank Haff

Hank Haff grew up in Rye, NY with three siblings and spent his summers in a family house in Old Lyme, CT. The extended family still gathers there each Thanksgiving.

Hank has lived in MA for over four decades having graduated from Deerfield Academy, Williams College, and the Harvard Graduate School of Design. Hank and his wife, Liz, met in college and got married after graduate school. They moved to Concord in 1991.

Hank worked as an Architect with Benjamin Thompson & Associates in Harvard Square, focusing on urban mixed-use and waterfront redevelopment projects like the Faneuil Hall Marketplace. He became a Principal in the firm responsible for the projects all over the world. The travel was exciting but after 9/11 less appealing. Now working for the Town of Needham, Hank is an Owner's Project Manager on Schools and other town projects, including a 12-acre solar farm on the land fill. Sustainability remains a lifelong interest, as does painting, tennis, paddle tennis and skiing.

Best known around Concord as Nancy and Madeleine's Dad. Hank is blessed with two children who grew up with TriCon and greatly appreciated the youth group. The important lessons learned on many Mission Trips have helped guide their career paths. Nancy is a physician and Maddy, who will graduate from medical school this year, is also engaged to be married.

Hank has served on several TriCon committees including Membership, Property and Diaconate. The opportunity to work with so many talented and committed neighbors in this community is a joy.

The Safe Church Policy is designed for the protection of persons involved in activities and programs of the church. The policy is augmented by **the Safe Church Procedures**, a document available in the church library, Christian education resource room and administrative offices.

Trinitarian Congregational Church, Concord, Massachusetts Safe Church Policy

Mission Statement

As a community of faith committed to the teachings of Jesus Christ, we strive to be welcome to all and to treat each individual with the love and dignity that God bestows upon each of us. Trinitarian Congregational Church is committed to creating and maintaining programs, facilities and a community in which members, friends, staff and volunteers can worship, learn and work together in an atmosphere free from all forms of discrimination, harassment, exploitation or intimidation.

Trinitarian Church has no tolerance for child abuse, child neglect, sexual harassment or sexual misconduct. Trinitarian Church will take allegations of such behavior seriously and will promptly respond to ensure that a safe environment is maintained in all church activities.

Purpose of the Safe Church Policy

The Safe Church Policy is designed to provide a framework for the operation of the activities and programs of the church in a manner that ensures the physical and emotional safety of all persons.

Safe Church Committee

Composition:

The Safe Church Committee shall be comprised of members of the congregation, nominated by the Nominating Committee and elected by the congregation from candidates recommended by the clergy.

Responsibilities:

The Safe Church Committee, with the guidance and assistance of the Church Committee, staff and clergy will be responsible for:

- Reviewing the Safe Church Policy and recommending any revisions to the Church Committee;
- Reviewing Safe Church Procedures, approving any changes and coordinating any revisions with the staff, clergy and/or any other persons responsible for implementing the procedures;
- Ensuring the implementation of the Safe Church Policy and Procedures;
- Responding to all allegations of sexual misconduct or sexual harassment alleged to have been committed by or against members of the Trinitarian Congregational Church community at the church or at activities scheduled by the Trinitarian Congregational Church.

Any member of the Trinitarian Congregational Church community who has concerns about the emotional or physical safety of a church community member, either at the church or at activities scheduled by the church, may contact a member of the Safe Church committee.

CORI (Criminal Offender Record Check) Administrator

The Chair of the Safe Church Committee, or his/her designee from the Committee shall serve as the CORI Administrator.

Screening

All employees over the age of 18 and all volunteers responsible for the chaperoning and/or supervision of children and youth shall require a CORI (Criminal Offender Record Information Check). Volunteers shall complete a Volunteer Participation Form and Employees shall complete the Employee Disclosure Form.

Failure to fully disclose conviction for a crime or the commission of a violent crime, a sex crime, or a crime against children shall be grounds for dismissal.

Dissemination of Information

The Safe Church Committee shall be responsible for establishing standards and procedures to ensure that the congregation is informed about Safe Church policies and made aware of any changes that materially impact the implementation of those policies.

All employees over the age of 18 and all volunteers responsible for the chaperoning and/or supervision of children and youth shall agree to abide by the Safe Church Policy and Safe Church Procedures.

Training

All employees over the age of 18 and all volunteers responsible for the chaperoning and/or supervision of children and youth shall attend training that includes information regarding the prevention and reporting of child abuse and the maintenance of a safe church environment.

Supervision of Children and Youth

Adequate supervision of children and youth shall be provided at all church sponsored activities, classes and programs.

Response Policy

The Safe Church Committee shall respond promptly to all allegations sexual harassment or sexual misconduct and will have an established policy and protocol to ensure the safety of the alleged victims and other members of the church community.

Failure to comply with the Safe Church Policy and Procedures shall result in corrective action and in the case of serious violation, immediate dismissal from employment or volunteer position.

Sexual Misconduct and Harassment

Sexual misconduct and harassment are prohibited. All employees, members, and friends of Trinitarian Congregational Church, are responsible for ensuring that their behavior is free of sexual misconduct and harassment.

Child Abuse and Neglect

Suspicious of child abuse and/or neglect should be reported to the Massachusetts Department of Social Services or to a member of the clergy who shall take appropriate action.

Building Security

The Safe Church Committee shall work with the Church staff and the Property Committee on procedures to ensure the safety and security of the building.

Failure to comply with the Safe Church Policy and/or Safe Church Procedures shall constitute grounds for revoking key privileges for an individual or a group.

Safe Church Committee Members

Carolyn Stein, Chair; Jeff Campbell.; Melissa McMorrow; Tom Piper

January 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 	2 7:00am Anchor Group	3 7:30pm Youth Discussion	4	5	6
7 EPIPHANY SUNDAY 10:00am Worship/Communion 12:00 Mission Trip Meeting 5:00pm Confirmation Class 7:00pm Youth Group	8 7:00pm Personnel Committee	9 7:00pm Diaconate	10 10:00am Caregivers 7:30pm Membership Committee 7:30pm Youth Discussion	11	12	13
14 10:00am Worship 11:00am Forum	15 MARTIN LUTHER KING, JR. DAY Church Office Closed	16 7:00am Anchor Group	17 7:30pm Youth Discussion	18 7:30am Finance Committee 7:45pm Choir Rehearsal	19	20
21 10:00am Worship 12:00pm Mission Trip Meeting 5:00pm Confirmation Class 7:00pm Youth Group	22	23	24 10:00am Caregivers 12:00pm Nitwits 7:30pm Youth Discussion	25 7:00am Mission Committee 7:45pm Choir Rehearsal	26	27 7:15am SEEKERS to Red Cross Food Bank
28 10:00am Worship 11:00am Budget Forum 7:00pm Youth Group	29	30 7:30pm Church Council	31 7:30pm Youth Discussion			

December

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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			